Saskatchewan
Labour

Policy Planning
and Research
Division

Study of Saskatchewan

Collective Bargaining Agreements 1982

Saskatchewan

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Saskatchewan Labour

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ISSN 0701-6794

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Policy Planning and Research Division

October 1982

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Foreword

This is the tenth analysis of collective bargaining agreements published by the Policy Planning and Research Division. The study provides continuing information on the non-wage provisions of collective agreements which fall under provincial jurisdiction.

Although the analysis primarily attempts to accommodate labour practitioners by providing more informed bargaining criteria, it may also be of general interest to those concerned with the scope of provincial industrial relations.

Special thanks are extended to the Saskatchewan Government Systems Centre for their efforts in the development and ongoing maintenance of the programs used to produce this analysis.

We would also like to thank labour and management representatives for their cooperation in supplying agreements and other information used in this study.

The present publication is based on the analysis of agreements provided to us and on hand as of March 1982.

INTRODUCTION

This publication summarizes the non-wage provisions of collective bargaining agreements in the province. Agreements filed with the Department under the terms of The Trade Union Act provide the basic data. Clauses on shift differentials, vacations, cost of living adjustments, health and welfare, hours of work and many other provisions are examined and coded for computer file storage and manipulation.

The data in the report is presented in two ways: the number and per cent of agreements containing the provisions and the number and per cent of employees covered by the provisions studied. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions in Saskatchewan collective agreements.

This procedure provides an overall picture of the current results of collective bargaining and those involved in bargaining or wishing to become more familiar with the contents of agreements should find this publication very useful.

Information on wages in the province which is based on a survey of both union and non-union establishments, is available in Wages and Working Conditions by Occupation (Saskatchewan Labour, June 1982).

Inclusions

This year's study analyses 397 agreements which represents the results of collective bargaining between hundreds of employers and 60,706 employees in the province.

Most of the agreements in this study were agreements which arrived during 1981 and the early part of 1982 and were on hand in our office in March 1982. The remainder of the agreements in the study were 'in effect' major agreements from the old computer file which were recoded onto the new file. (See comments under "Limitations".)

All agreements in the study were considered 'in effect' at March 1982 regardless of the specified expiry date since in law and for practical purposes, agreements continue in force until new terms are agreed to. This concept of 'in effect' has been adopted by most of the other jurisdictions in Canada which perform this type of analysis.

The following types of industries are included in the industrial composite:

- Agricultural and related
- Logging and forestry
- Mining, quarrying and oil well
- Manufacturing
- Transportation and storage
- Communication and other utilities

- Wholesale trade
- Retail trade
- Finance and insurance
- Real estate operator and insurance agents
- Business service
- Government service
- Education service
- Health and social service
- Accommodation, food and beverage service
- Other services

Exclusions

Construction industry agreements are not included. This has been an established practice because of their distinctive provisions and also because the bargaining and the results thereof are highly visible in this province. This is at least partially the result of its centralized nature.

Teacher collective bargaining is conducted under The Education Act. Neither the local agreements nor the provincial agreements are included here.

Federal jurisdiction covers a number of areas and agreements and these are not analyzed. The jurisdiction covers:

- interprovincial and international
  - railways
  - highway transport
  - telephone, telegraph and cable systems
  - pipelines
  - canals
  - ferries, tunnels and bridges
  - shipping and shipping services
- radio and television broadcasting, including cablevision
- air transport and aerodromes
- banks
- grain elevators
- flour and feed mills, feed warehouses and grain seed cleaning plants
- certain Crown Corporations (e.g. Eldorado Nuclear)

LIMITATIONS

(a) The computer system for storing and analyzing data extracted from agreements underwent a major revision in 1981. Time and budget constraints prevented the conversion or recoding of data from all current agreements on the old system onto the new system; therefore, only the most current agreement for the larger bargaining units from the old file were recoded onto the new system. This also explains the fewer number of agreements in the study this year. With the anticipated arrival of renegotiated agreements this year to replace agreements on the old file, this problem should be resolved before the next study is published.

(b) Some of the agreements in the study expired before March 1982. In some cases, new terms have not been negotiated; therefore, these agreements are considered 'in effect' until new terms are agreed to. In most cases, however, the problem is the late submission of new or renegotiated agreements which may take several months to arrive in the Division. Pending arrival and coding of subsequent agreements, we therefore include the most current agreement on file in the study.

(c) Because some clauses are written in an ambiguous or unclear manner, the reading and analysis of the agreements involves a certain degree of judgment or subjectivity. The interpretation the coder places on the clause may therefore differ from the way in which it is actually applied.

(d) Agreements do not contain references to every condition of employment in the workplace. Benefits not mentioned in contracts may exist in practice. This is particularly evident in the area of health and welfare provisions. Insurance and pension plans often exist without being included or mentioned in the agreements submitted to our office.

(e) Agreements often contain provisions which vary during the term of the agreement (e.g. length of service for vacation) or vary by type of employee, by occupational classification or a number of other factors. Some fields contain coding options which allow us to indicate these variances. If not, we code the provision which affects the majority of employees in the unit.

(f) Some agreements contain provisions which appear to conflict with legislation. If a contract predates a change in labour standards, for example, this would result in an apparent conflict. Since not all those engaged in bargaining are aware of all current legislation, this would also produce discrepancies. What is reported here is what is observed in the collective agreements during the coding process.

DEFINITIONS

Field

0040 Master Agreement - Sets basic standards at a provincial or interprovincial level with local negotiations setting further provisions or wages.

0100 Management Rights Clause - Specifically defines the rights of management. May be general in nature or specify a series of functions. There may also be a statement that residual rights belong to management, i.e. anything not specifically mentioned.

0120 Closed Shop - The employer must hire union members only.
Union Shop - All employees must become members of the union after being hired.
Modified Union Shop - Workers not in the union at the time of the first agreement after certification need not join. Otherwise it is a union shop.
Maintenance of Membership - New employees are not required to join the union but individuals who join must maintain their membership for the duration of the agreement.
Open Shop - Union membership is not required as a condition of securing or retaining employment.

0140 Check-off - A system for deducting union dues and assessments from pay checks and remitting them to the union. Voluntary check-off implies that employees must authorize this in writing.

Compulsory (Rand Formula) - a plan developed by Judge Rand which requires non-union employees in the bargaining unit to pay the union a sum equal to union fees as a condition of continuing employment.

0160 Hot Cargoes - Material shipped from a struck plant.

0180 No-strike or No-lockout Clause - Prevents a work stoppage by either the union or the employer during the term of an agreement. In Saskatchewan, these lapse at the expiry date of an agreement.

1000-1120 Seniority - Refers to the length of service an employee accumulates with an employer. The accumulation of seniority is a determining factor in granting preference to security and other awards stated in the collective agreement.

1120 Special Seniority - A position on the seniority list ahead of what the employee would acquire solely on the basis of length of service or other general seniority factors. Usually reserved to union stewards or workers with special skills entitled to special consideration in connection with layoff and recall to work.

1500 Probationary Period - An initial period of employment during which a worker is considered probationary or on trial and may be discharged if work performance proves unsatisfactory. Employees in certain instances can access grievance or arbitration procedures pending alleged unfair dismissals.

1620 Guaranteed Employment or Earnings - In the event of a lack of work, employees will still receive a specified number of hours pay per day, week or month. Does not refer to wage or employment guarantees following layoffs or termination.

1640 Work Sharing - An arrangement to avoid layoffs whereby available work during slack periods is spread as evenly or as equitably as possible among regular employees by reducing each worker's daily or weekly hours or changing the type of work.

2000 Initial Presentation - Refers to the first time a grievance is presented to management. It does not refer to discussing a grievance with the steward.

2040 Special Procedure - Any variation on time limits or the step at which a grievance begins.

2080 Conciliation - A process whereby the parties voluntarily make use of a mediary as a go-between to conduct their discussions. The Department of Labour provides this service on request.

2100 Arbitration - A procedure whereby a board or a single arbitrator acting under the authority of both parties to a dispute, hears both sides of a controversy and issues an award, usually accompanied by a written decision which is ordinarily binding on both parties.

2620 Banking Privileges - Employees may work overtime without pay in exchange for an equivalent number of hours off later, usually a full day at a time. Includes compressed work week.

2640 Compressed Work Week - Regular daily hours are lengthened according to a set schedule and the extra time banked to allow for an extra day off during a specified period; e.g. work 9 days in two weeks and get the 10th day off.

2660 Flextime Schedule - A system where workers have some freedom in deciding when they start and finish daily work providing that they fulfill a minimum daily attendance requirement. They are usually required to be present during certain 'core' hours.

3500,3520 Shift Differential - Additional compensation for working undesirable or inconvenient work schedules.

3540,3560 Split Shifts - Daily work schedules divided into two or more parts.

3580 Higher Service Pay - Compensation for temporarily doing the work of a higher paid position.

3660,3680 Regularly Scheduled Saturday and Sunday Work - For operations that run seven days per week or regularly operate on Saturday or Sunday. Employees scheduled to work these days as part of a regular shift may receive a premium. This is distinct from overtime for Saturday or Sunday work.

4020 Non-legislated Public Holidays - The legislated holidays are New Year's Day, Good Friday, Victoria Day, Dominion Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4620-4660 Decreasing Scale - Length of service required decreases over the life of the contract.

4740 Partial Election of Vacation - Employees with vacation credits in excess of four weeks may be required to or allowed to break up their leave and elect only portions of their total vacation time. Some portions may be allocated at the company's discretion.

4760 Extended Vacation/Vacation Bonus - Supplementary vacation or vacation pay i.e. long-service, pre-retirement, winter vacation bonus, etc.

5000 Reporting Pay - Minimum pay guaranteed to a worker who is scheduled to and reports for work and finds no work available or less work than can be done in the specified guaranteed period.

5020 Call-back Pay - Minimum number of hours guaranteed to workers who are called back or called out to work outside of regular scheduled hours.

5120-5180 Severance Pay - A payment made upon permanent separation of the employee from the company as a result of retirement, termination or permanent layoff. Payment is usually based on years of service or unused sick leave.

5500 Cost of Living Allowance (COLA) - Refers to payments to employees which are intended to reflect changes in the cost of living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

5520 Triggered Formula - The formula does not come into effect until the C.P.I. changes by a certain specified minimum amount.

5640 Type of Adjustment - A floating COLA does not become part of the wages specified in the agreement but remains a separate hourly payment. A total fold-in means that the wage rates in the contract are permanently changed by the COLA. A partial fold-in occurs when a portion of the COLA is folded into the regular rates or when the COLA remains separate but is paid for more than just the regular hours, e.g. overtime, shift differentials, vacation pay or welfare benefits.

6000-6120 Technological Change - As defined by The Trade Union Act, a technological change is tne introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business.

6540 Annual Sick Leave - The number of days of sick leave credits accumulated in one year, as distinct from the number of days which can be used. Accumulation is usually on a monthly basis.

6600 Extended Medical Benefit Plans - Refers to health insurance plans (except those that are coded specifically) over and above the basic provincial medical and hospitalization plan, to which an employer and/or employee contribute to premiums. Includes contributions or reimbursement for S.H.S.P./M.C.I.C. premiums and such plans as chiropractic, chiropody, GMS, MSI and Blue Cross, etc. Optical and dental plans are coded separately.

6620 Health and Welfare Plan - Can consist of a number of separately financed benefits ("series of plans") or a number of distinct benefits financed jointly ("single fund") or just one benefit, such as a life insurance plan.

6680,6700 Accidental Death and Disability Insurance - Covers the employee for death or disability due to an accident.

6720-6780 Long-term Disability and Income Continuance Plan - Provides an income guarantee to employees who may be disabled permanently or for a long period of time.

6800-6840 Sickness and Accident Weekly Indemnity - Mid-range protection for employees suffering sickness or disabililty for periods of time which would fall in between plans offering short-term and long-term protection.

6940 Dental Work - Basic work includes fillings, extractions, cleaning and anything else done to the original teeth. Extended work includes dentures (prosthethics) and oral surgery.

7500 Health and Safety Clause - The standard clause is similar to the following:

"The company shall make reasonable provision for the safety and health of its employees during working hours. The union may, from time to time, bring to the attention of the company, recommendations for improvements in the conditions of work and such recommendations shall be subject to discussion between the company and the union".

A non-standard clause would be anything else that mentions health and safety, without the three major parts contained in the standard clause. The word "health" must be included to distinguish it from the "safety" clauses that preceded the introduction of The Occupational Health Act.

7560 Code of Practice - The code of practice is a set of guidelines for the establishment and day to day functioning of occupational health committees. The code does not have the force of regulations. However, certain items within the code of practice do have the backing of legislation. It should be noted that regulations may be introduced where necessary.

7800 Rehabilitation - The standard clause usually reads as follows:

"In the event of employees sustaining injuries at work or becoming affected by occupational diseases during the course of their employment and becoming physically handicapped as a result thereof, every effort will be made by the company to give the employees such suitable employment as is available". If any preferential treatment for injured employees is indicated, the clause is non-standard.

7820-7900 Workers' Compensation Supplements - Employer supplements to workers' compensation benefits.

9000 Equal Pay - A policy of equal compensation for similar work regardless of sex or other characteristics of the individual.

9020 Affirmative Action - May be related to women, native persons and/or handicapped persons.

9140 Moonlighting - Dual job holding by an employee.

9160 Wage Incentives - Any system in which payments are made for increased production, either as a piece rate or for production in excess of a fixed standard.

HIGHLIGHTS AND TRENDS

Individual agreements change very little in each round of negotiating and the aggregated data presented in this report reflects this - much of it remains relatively unchanged from year to year. In some cases, an increase or decrease of only a few per cent represents a significant change. In other cases, changes are due to revised or improved coding procedures. The comments below summarize the findings in this year's study and often include comparisons with last year's study.

The data in the tables ("fields") are expressed in both absolute numbers and as per cent distributions. Absolute numbers should not be used for comparisons because these numbers change each year for reasons unrelated to the collective bargaining process. The changes discussed below relate to the per cent distributions, not the absolute numbers. Most of the changes occurred in employee coverage; there were few significant changes in the agreement distributions.

Term of Agreement (Field 0010). The number of one-year agreements increased significantly from 25 per cent of all agreements last year to 37 per cent this year. There was a corresponding decrease in two-year agreements from 65 per cent of all agreements last year to 54 per cent this year.

Size of Bargaining Unit (Field 0060). Over half of the employees in the study (55 per cent) are covered by only 3 per cent of the agreements (12). By contrast, the majority of agreements (81 per cent) cover only 14 per cent of the employees. Over half the bargaining units in the study (53 per cent) have less than 26 full-time employees.

Type of Shop (Field 0120). About one-quarter of agreements in the study are in union shops and 71 per cent are in modified union shops.

Check-off (Field 0140). The Rand Formula for check-off where all employees in the bargaining unit pay dues whether or not they are members of the union is in effect in 31 per cent of the agreements.

Right to Refuse to Cross Picket Lines, Handle Hot Cargo (Field 0160). There was a slight increase from 8 per cent last year to 10 per cent this year in the number of employees covered by one or both of these clauses.

No-Strike or No-Lockout Clause (Field 0180). This clause appears in 61 per cent of agreements in this study and covers 35 per cent of employees compared to 33 per cent last year.

Probationary Period (Field 1500). There is a shift toward longer probationary periods. The number of employees with probationary periods of 31-60 days decreased from 24 per cent last year to 15 per cent in this study while the number of employees with probationary periods of 61-90 days increased from 22 per cent last year to 41 per cent this year. The number with probationary periods of 91-180 days also increased from 5 per cent last year to 9 per cent this year.

Notice of Layoff or Termination or Pay in Lieu of Notice (Field 1520 and 1540). Only 45 per cent of agreements in the study had a layoff notice clause which specified pay in lieu of notice. In many cases, notice was mentioned but not pay in lieu. Only 43 per cent of agreements had a notice of termination clause which specified pay in lieu of notice.

Normal Daily Hours of Work (Field 2500 and 2520). Of the agreements reporting hours of work for non-office employees, 18 per cent reported average daily hours of less than 8 hours compared to only 8 per cent last year. There was a corresponding decrease in the number reporting 8 hours (from 66 per cent to 54 per cent). Average daily hours for office employees also recorded a decrease. Of the agreements showing hours of work for office employees, 47 per cent reported less than 8 hours compared to 41 per cent last year. There was a corresponding decrease from 42 per cent last year to 35 per cent in this study for those reporting 8 hours.

Compressed Work Week (Field 2640). A slightly higher percentage of agreements mentioned a compressed work week with 17 per cent of agreements in this study compared to 14 per cent last year.

Overtime Rates (Field 3000-3060). There is a trend toward higher daily overtime rates and progressive rates are becoming more popular.

Rate	Per Cent of Employees	
	Last Year	This Year
Time and one-half	15	7
Double time	17	26
Progressive rate	57	62

With progressive rates, the initial rate is usually time and one-half followed by double time after two, three or four hours with four hours being the most common.

Rates on Saturday or the first day of rest show a trend toward double time.

Rate	Per Cent of Employees	
	Last Year	This Year
Time and one-half	16	9
Double time	38	47
Progressive rate	22	19

There was little change in the Sunday or second day of rest rates with 60 per cent of employees covered for double time.

Choice of Time Off or Overtime Pay (Field 3080). More employees have this choice with 48 per cent in this study compared to 39 per cent last year.

Right to Refuse Overtime (Field 3100). Overtime is voluntary except in cases of emergency for 32 per cent of employees in this study compared to 14 per cent last year.

Shift Differentials (Field 3500 and 3520). There was an expected increase in the over 25 cents per hour category. Employee coverage in this category for second shift differentials increased from 38 per cent last year to 62 per cent this year. Ten per cent of employees get second shift differentials of over 40 cents an hour. There was a similar increase in the over 25 cents an hour category for third shift differentials with 65 per cent of employees receiving this differential in this study compared to 39 per cent last year. About one-fifth (18 per cent) get over 40 cents an hour.

Premium Pay for Hazardous or Dirty Work (Field 3620 and 3640). Six per cent of agreements covering 34 per cent of employees mentioned a premium for hazardous work. Four per cent of agreements covering eight per cent of employees mentioned a premium for dirty work.

Paid Holidays (Field 4000 and 4020). Most agreements provide for more than the legislated nine days with the most popular number being 11.

	Per Cent of Employees	
	Last Year	This Year
10 days	30	22
11 days	63	73
12 or more	6	4

The most common non-legislated days are Boxing Day (97 per cent of employees), Easter Monday (37 per cent), floating holiday (20 per cent) and a mid-winter holiday in February (14 per cent).

Annual Vacations (Field 4520-4600). The number of employees who have provision for six weeks' vacation increased from 19 per cent last year to 34 per cent this year. Five per cent of employees (43 agreements) have provision for seven weeks' vacation. There were no agreements in this study with provision for eight weeks' vacation. Almost all employees (92 per cent) have provision for five weeks' vacation. The length of service required is decreasing with 26 per cent of employees in the "under 20 years" category in this study compared to 15 per cent last year. The number requiring 20 years decreased from 68 per cent last year to 59 per cent. The length of service required for four weeks' vacation is also decreasing with 48 per cent of employees in the "less than 10 years category" this year compared to 33 per cent last year.

Reporting Pay Guarantee (Field 5000). Two-thirds of employees are covered by a reporting pay guarantee with the most common guarantee being three or four hours.

Call-back Pay (Field 5020). Almost all employees (90 per cent) have a provision for call-back pay with the most common guarantee being two hours at overtime rates.

Part-time Employees (Field 5100). Half of the agreements in the study provided for proration of all or some working conditions and benefits for part-time employees.

Severance Pay (Field 5120 and 5160). Eighty per cent of employees have provision for severance pay, particularly for termination or layoff due to technological change. The calculation of severance pay has changed significantly from last year. A percentage payment of unused sick leave benefits is more popular with 23 per cent of employees in this group compared to 10 per cent last year. The number receiving one week's pay per year of service decreased to 23 per cent from 45 per cent last year.

Cost-of-Living Allowance (Field 5500-5640). Nineteen per cent of agreements covering 62 per cent of employees had a COLA clause in this study, a decrease from 30 per cent of agreements and 70 per cent of employees last year.

Technological Change (Field 6000-6120). More than half of employees (54 per cent) have a technological change clause in their agreements, an increase from 40 per cent last year.

Sick Leave (Field 6500-6580). Almost all employees (94 per cent) have some type of sick leave provision with the most common accumulation being 15 days per year.

Health and Welfare Plans (Field 6620-6960). Some form of Health and Welfare plan was mentioned in 79 per cent of agreements. The coverage by plan is as follows. Note that plans may be in existence in some work places but may not be mentioned in agreements. The percentage for last year is in brackets.

	Per Cent of Agreements	Per Cent of Employees
Life Insurance	57(61)	69(57)
Accidental Death & Disability	27(30)	19(17)
Long-term Disability	31(32)	41(35)
Sickness & Accident Weekly Indemnity	41(47)	31(41)
Pension Plan	60(50)	69(58)
Dental Plan	35(28)	32(18)
Optical Plan	5 (5)	3 (4)

Occupational Health and Safety (Field 7500-7800). Most agreements (72 per cent) have some type of occupational health and safety clause with 39 per cent of agreements mentioning an occupational health committee and 11 per cent mentioning the right to refuse dangerous work.

Employer Supplements to Workers' Compensation Benefits (Field 7820). Three-quarters of employees have access to these supplements which generally provide for 100 per cent of salary from both sources.

Leaves of Absence (Field 8000-8340). The various leaves of absence, paid and unpaid, and the per cent of employees who had these leaves mentioned in their respective agreements can be summarized as follows:

	Per Cent of Employees	
	Last Year	This Year
Paid leave for bereavement in family	90	97
Paid compassionate leave	62	65
Personal leave of absence on good reason (unpaid)	87	91
Leave of absence for		
- general union business	97	97
- negotiations	not coded	61
Paid jury duty	61	69
Educational leave	46	64
Special retirement leave	not coded	5
Marriage leave	1	1
Adoption leave	21	47
Paternity leave	3	8
Maternity leave	86	84

Equal Pay for Similar Work (Field 9000). This clause was mentioned in 20 per cent of agreements last year and this year but the per cent of employees covered decreased from 38 per cent to 27 per cent.

Affirmative Action (Field 9020). This clause was mentioned in only 10 agreements (3 per cent) covering 19 per cent of employees. This clause was not coded prior to this study.

Sexual Harassment Clause (Field 9040). Only three agreements covering some 200 employees in total mentioned this clause which was not coded prior to this study.

Daily Rest Periods (Field 9060). Three-quarters of the employees in the study have this provision, a slight decrease from 79 per cent last year. The usual length is 15 minutes, twice daily.

Meal Allowance on Overtime, Call-back, etc. (Field 9260). About one-quarter (27 per cent) of employees have this provision. The meal is often provided by the employer instead of the allowance.

Transportation for Employees on Certain Shifts (Field 9280). Nine per cent of agreements (35) covering 20 per cent of employees mentioned this clause, an increase from 14 per cent of employees last year.

Subsistence Allowance (Field 9300). This allowance is mentioned in 17 per cent of agreements covering 43 per cent of employees, a slight decrease from 47 per cent last year.

Travel Allowance, Private Vehicle (Field 9360). This allowance is available to 59 per cent of employees in the study, a slight decrease from 62 per cent last year. The most common rate is 22 cents per mile.

Paid Travel Time (Field 9380). This provision is available to 31 per cent of employees in the study.

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Conversion of Unused Sick Leave	6580	
Extended Medical Benefit Plans	6600	
Provision for a Health and Welfare Plan	6620	041
Employer's Contribution to Life Insurance	6640	
Maximum Amount of Life Insurance per Employee	6660	042
Employer's Contribution to Accidental Death and Disability Insurance	6680	043
Amount of Accidental Death and Disability Insurance	6700	044
Employer's Contribution to Long-term Disability and Income Continuance Plan	6720	
Waiting Period to Receive Benefits under Long-term Disability Plan	6740	045
Duration of Benefits under Long-term Disability Plan	6760	
Percentage of Wage Guaranteed under Long-term Disability and Income Continuance Plan	6780	046
Employer's Contribution to Sickness and Accident Weekly Indemnity	6800	
Maximum Amount of Sickness and Accident Weekly Indemnity	6820	047

Health and Welfare (continued)	Field Number	Page
Maximum Period of Sickness and Accident Weekly Indemnity	6840	048
Employer's Contribution to a Pension Plan	6860	
Early Retirement	6880	049
Administration of Pension Plan	6900	050
Employer's Contribution to a Dental Plan	6920	
Type of Dental Work Covered	6940	051
Optical Care/Prepaid Drug Prescription Plan	6960	
Occupational Health and Safety		
Type of Health and Safety Clause	7500	052
Occupational Health and Safety Committee	7520	
Reference to Legislation	7540	
Functions and Procedures of the Occupational Health Committee	7560-7680	053
Pay for Time Spent on Committee Matters	7700	054
Right to Refuse Dangerous Work	7720	055
Committee Persons' Protection from Discrimination	7740	
Health and Safety Negotiable	7760	
Medical Examinations	7780	
Rehabilitation	7800	056
Employer Supplements to Workers' Compensation Benefits	7820-7900	
Leave of Absence Provisions		
Paid Leave on Bereavement in Family	8000	058
Paid Compassionate Leave (other than bereavement)	8020	
Number of Days of Paid Compassionate Leave	8040	059
Personal Leave of Absence on Good Reason (unpaid)	8060	
Leave of Absence for General Union Business	8080	060
Leave of Absence for Negotiations	8100	
Paid Jury Duty	8120	
Educational Leave	8140	061
Special Retirement Leave	8160	
Marriage Leave	8180	
Adoption Leave	8200	
Paternity Leave	8220	062
Eligibility for Maternity Leave	8240	
Maximum Amount of Maternity Leave	8260	063
Notice for Maternity Leave	8280	
Notice of Return from Maternity Leave	8300	064
Reinstatement from Maternity Leave	8320	
Seniority During Maternity Leave	8340	

Miscellaneous Fields	Field Number	Page
Equal Pay for Similar Work	9000	065
Affirmative Action	9020	
Sexual Harassment Clause	9040	
Daily Rest Periods	9060	
Paid Wash-up, Clean Up or Clothes Changing Period	9080	066
Reopening Clause and/or Supplementary Agreement (other than in relation to technological change)	9100	
Items Negotiable on Reopening	9120	
Moonlighting	9140	067
Wage Incentives	9160	
Profit-sharing Plans	9180	
On-the-job Upgrading/Training	9200	
Clothing and Uniform Allowance	9220	068
Drycleaning/Laundering	9240	
Meal Allowance on Overtime, Call-back, etc.	9260	
Transportation for Employees on Certain Shifts	9280	069
Subsistence Allowance	9300	
Northern Allowance (isolation pay)	9320	
Travel Allowance (company vehicle)	9340	
Travel Allowance (private vehicle)	9360	070
Paid Travel Time	9380	071
COLA Review of Travel Allowance	9400	
Moving Expenses or Relocation Allowance (other than in relation to technological change)	9420	
Apprenticesnip Provisions	9440	
Anti-inflation Program	9460	072

SECTION 1
COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 **TERM OF AGREEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 12 MONTHS	0	.00	0	.00
1 YEAR	148	37.28	7658	12.61
MORE THAN 1 YEAR, LESS THAN 2	22	5.54	1641	2.70
2 YEARS	215	54.16	49867	82.15
MORE THAN 2 YEARS	12	3.02	1540	2.54
T O T A L	397	100.00	60706	100.00

FIELD 0020 **TYPE OF NEGOTIATING UNIT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
SINGLE LOCAL - SINGLE EMPLOYER	364	91.69	34004	56.01
SINGLE LOCAL - MULTI-EMPLOYER	10	2.52	3014	4.96
MULTI-LOCAL - SINGLE EMPLOYER	16	4.03	11989	19.75
MULTI-LOCAL - MULTI-EMPLOYER	4	1.01	11551	19.03
MULTI-UNION - SINGLE EMPLOYER	0	.00	0	.00
MULTI-UNION - MULTI-EMPLOYER	3	.76	148	.24
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 0040 **TYPE OF AGREEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
MASTER	37	9.32	25529	42.05
LOCAL	360	90.68	35177	57.95
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 0060 **SIZE OF BARGAINING UNIT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 25 EMPLOYEES	209	52.64	2451	4.04
26 - 50 EMPLOYEES	61	15.37	2222	3.66
51 - 100 EMPLOYEES	52	13.10	3623	5.97
101 - 200 EMPLOYEES	21	5.29	3305	5.44
201 - 500 EMPLOYEES	35	8.82	10672	17.58
501 - 1000 EMPLOYEES	7	1.76	5301	8.73
1001 - 5000 EMPLOYEES	11	2.77	23624	38.92
MORE THAN 5000 EMPLOYEES	1	.25	9508	15.66
T O T A L	397	100.00	60706	100.00

S E C T I O N 2
MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 **MANAGEMENT RIGHTS CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	108	27.20	24109	39.71
GENERAL STATEMENT OF MANAGEMENT RIGHTS	153	38.54	14888	24.52
SPECIFIED LIST OF MANAGEMENT RIGHTS	72	18.14	15835	26.08
SPECIFIED LIST OF MANAGEMENT RIGHTS WITH RESIDUAL RIGHTS	64	16.12	5874	9.68
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 0120 **TYPE OF SHOP**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	8	2.02	1025	1.69
CLOSED SHOP	8	2.02	213	.35
UNION SHOP	95	23.93	5337	8.79
MODIFIED UNION SHOP	281	70.78	50064	82.47
MAINTENANCE OF MEMBERSHIP	1	.25	19	.03
OPEN SHOP	4	1.01	4048	6.67
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 0140 **CHECK-OFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	18	4.53	342	.56
COMPULSORY FOR ALL EMPLOYEES IN BARGAINING UNIT (RAND FORMULA)	122	30.73	23623	38.91
COMPULSORY FOR ALL UNION MEMBERS	61	15.37	13101	21.58
VOLUNTARY (EMPLOYEES AUTHORIZATION)	195	49.12	23463	38.65
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 0160 **RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	321	80.86	54503	89.78
CROSS PICKET LINES	54	13.60	3816	6.29
HOT CARGOES	10	2.52	262	.43
COMBINATION	12	3.02	2125	3.50
T O T A L	397	100.00	60706	100.00

FIELD 0180 **NO-STRIKE OR NO LOCK-OUT CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	155	39.04	39501	65.07
MENTIONED	242	60.96	21205	34.93
T O T A L	397	100.00	60706	100.00

SECTION 3
EMPLOYEE SECURTIY

A. SENIORITY
FIELD 1000 **SENIORITY UNIT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	24	6.05	1034	1.70
DEPARTMENT (BRANCH)	16	4.03	959	1.58
PLANT (COMPANY)	279	70.28	26939	44.38
DEPARTMENT AND CRAFT	17	4.28	3492	5.75
DEPARTMENT AND PLANT	43	10.83	23582	38.85
UNION HIRING HALL	4	1.01	45	.07
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 1020 **SENIORITY ON PROMOTION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	39	9.82	1121	1.85
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	54	13.60	2560	4.22
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	281	70.78	45395	74.78
STRAIGHT SENIORITY	7	1.76	9611	15.83
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 1040 **SENIORITY ON LAYOFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	33	8.31	1527	2.52
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	45	11.34	5151	8.49
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	246	61.96	35640	58.71
STRAIGHT SENIORITY	61	15.37	16825	27.72
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 1060 **RETENTION OF SENIORITY DURING LAYOFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	92	23.17	4716	7.77
1 - 5 MONTHS	3	.76	78	.13
6 MONTHS	54	13.60	6944	11.44
7 - 11 MONTHS	12	3.02	765	1.26
12 MONTHS	112	28.21	21745	35.82
13 - 23 MONTHS	7	1.76	448	.74
24 MONTHS	23	5.79	13340	21.97
MORE THAN 24 MONTHS	2	.50	1328	2.19
VARIES BY TYPE OF EMPLOYEE	1	.25	54	.09
GRADUATED TO LENGTH OF SERVICE	34	8.56	8224	13.55
MENTIONED BUT NOT SPECIFIED	52	13.10	2577	4.25
OTHER	5	1.26	487	.80
T O T A L	397	100.00	60706	100.00

FIELD 1080 **RECALL PROCEDURE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	38	9.57	1778	2.93
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	36	9.07	6673	10.99
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	258	64.99	36873	60.74
STRAIGHT SENIORITY	55	13.85	14114	23.25
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 1100 **LOSS OF RECALL RIGHTS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	63	15.87	3641	6.00
FAILURE TO REPORT WHEN NOTIFIED	147	37.03	11346	18.69
LOSS OF SENIORITY AND RECALL RIGHTS AFTER A SPECIFIED PERIOD	28	7.05	2626	4.33
COMBINATION OF 1 AND 2	158	39.80	43090	70.98
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 1120 **SPECIAL SENIORITY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	378	95.21	57140	94.13
MENTIONED	19	4.79	3566	5.87
T O T A L	397	100.00	60706	100.00

B. JOB PROTECTION AND RELATED PROVISIONS

FIELD 1500 **PROBATIONARY PERIOD**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	31	7.81	1036	1.71
1 - 30 DAYS	37	9.32	2131	3.51
31 - 60 DAYS	73	18.39	8816	14.52
61 - 90 DAYS	152	38.29	24946	41.09
91 - 180 DAYS	50	12.59	5387	8.87
MORE THAN 180 DAYS	22	5.54	3591	5.92
VARIES BY TYPE OF EMPLOYEE	21	5.29	13596	22.40
MENTIONED BUT NOT SPECIFIED	6	1.51	375	.62
OTHER	5	1.26	828	1.36
T O T A L	397	100.00	60706	100.00

FIELD 1520 **NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	219	55.16	24900	41.02
1 - 6 DAYS	19	4.79	1152	1.90
7 DAYS	29	7.30	2748	4.53
8 - 13 DAYS	8	2.02	4639	7.64
14 DAYS	13	3.27	7280	11.99
15 - 29 DAYS	9	2.27	847	1.40
30 DAYS	16	4.03	4072	6.71
MORE THAN 30 DAYS	2	.50	61	.10
VARIES BY TYPE OF EMPLOYEE	0	.00	0	.00
VARIES BY LENGTH OF SERVICE	65	16.37	13308	21.92
MENTIONED BUT NOT SPECIFIED	15	3.78	733	1.21
OTHER	2	.50	966	1.59
T O T A L	397	100.00	60706	100.00

FIELD 1540 **NOTICE OF TERMINATION OR PAY IN LIEU OF NOTICE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	225	56.68	33948	55.92
1 - 6 DAYS	10	2.52	323	.53
7 DAYS	20	5.04	840	1.38
8 - 13 DAYS	5	1.26	638	1.05
14 DAYS	8	2.02	263	.43
15 - 29 DAYS	10	2.52	1944	3.20
30 DAYS	17	4.28	1673	2.76
MORE THAN 30 DAYS	2	.50	29	.05
VARIES BY TYPE OF EMPLOYEE	5	1.26	1656	2.73
VARIES BY LENGTH OF SERVICE	74	18.64	17317	28.53
MENTIONED BUT NOT SPECIFIED	19	4.79	2059	3.39
OTHER	2	.50	16	.03
T O T A L	397	100.00	60706	100.00

FIELD 1560 **EMPLOYMENT STATUS GIVEN FOR PREVIOUS EXPERIENCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	290	73.05	29631	48.81
MENTIONED	107	26.95	31075	51.19
T O T A L	397	100.00	60706	100.00

FIELD 1580 **POSTING OF JOB VACANCIES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	88	22.17	4146	6.83
MENTIONED	309	77.83	56560	93.17
T O T A L	397	100.00	60706	100.00

FIELD 1600 **PREFERRED EMPLOYMENT FOR OLDER OR HANDICAPPED EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	321	80.86	39723	65.44
OLDER WORKERS	2	.50	993	1.64
HANDICAPPED WORKERS	61	15.37	12286	20.24
COMBINATION	13	3.27	7704	12.69
T O T A L	397	100.00	60706	100.00

FIELD 1620 **GUARANTEED EMPLOYMENT AND/OR EARNINGS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	364	91.69	57802	95.22
MENTIONED	33	8.31	2904	4.78
T O T A L	397	100.00	60706	100.00

FIELD 1640 **WORK SHARING ARRANGEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	388	97.73	60277	99.29
MENTIONED	9	2.27	429	.71
T O T A L	397	100.00	60706	100.00

S E C T I O N 4
GRIEVANCE PROCEDURE

FIELD 2000 **INITIAL PRESENTATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	7	1.76	292	.48
BY WRITTEN NOTICE	189	47.61	29705	48.93
SHOP STEWARD AND/OR UNION REP WITH OR WITHOUT EMPLOYEE	165	41.56	28720	47.31
EMPLOYEE	9	2.27	259	.43
UNION REPRESENTATIVE	3	.76	432	.71
GRIEVANCE COMMITTEE	21	5.29	1280	2.11
MORE THAN ONE ALTERNATIVE PROCEDURE	2	.50	18	.03
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 2020 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	10	2.52	4273	7.04
LESS THAN 7 DAYS	63	15.87	2717	4.48
7 DAYS	52	13.10	5027	8.28
8 - 13 DAYS	48	12.09	5773	9.51
14 DAYS	56	14.11	13864	22.84
15 - 29 DAYS	18	4.53	2845	4.69
30 DAYS	28	7.05	7911	13.03
MORE THAN 30 DAYS	4	1.01	1770	2.92
VARIES BY TYPE OF GRIEVANCE	28	7.05	12323	20.30
MENTIONED BUT NOT SPECIFIED	89	22.42	4192	6.91
OTHER	1	.25	11	.02
T O T A L	397	100.00	60706	100.00

FIELD 2040 SPECIAL PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	212	53.40	21465	35.36
MENTIONED	185	46.60	39241	64.64
T O T A L	397	100.00	60706	100.00

FIELD 2060 COMPENSATION FOR GRIEVANCE WORK

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	139	35.01	9789	16.13
MENTIONED	258	64.99	50917	83.87
T O T A L	397	100.00	60706	100.00

FIELD 2080 CONCILIATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	376	94.71	59138	97.42
MENTIONED	21	5.29	1568	2.58
T O T A L	397	100.00	60706	100.00

FIELD 2100 **ARBITRATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	11	2.77	1807	2.98
ARBITRATION PROCEEDINGS AS PER LEGISLATION	54	13.60	8764	14.44
SINGLE ARBITRATOR	57	14.36	11237	18.51
ARBITRATION BOARD (TRIPARTITE)	256	64.48	34792	57.31
ARBITRATION COMMITTEE OF MORE THAN THREE PEOPLE	0	.00	0	.00
CHOICE OF ALTERNATIVES	18	4.53	4093	6.74
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 2120 **SPECIFIC ARBITRATORS OR CHAIRMAN OF ARBITRATION BOARD**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	359	90.43	52446	86.39
MENTIONED	38	9.57	8260	13.61
T O T A L	397	100.00	60706	100.00

S E C T I O N 5
DAYS AND HOURS OF WORK

FIELD 2500 **NORMAL DAILY HOURS OF WORK - NON-OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED	9	2.27
LESS THAN 7 HOURS	3	.76
7 HOURS	6	1.51
GREATER THAN 7, LESS THAN 7.5	10	2.52
7.5 HOURS	34	8.56
GREATER THAN 7.5, LESS THAN 8	15	3.78
8 HOURS	197	49.62
MORE THAN 8 HOURS	7	1.76
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	27	6.80
DAILY HOURS VARY THROUGHOUT WEEK	34	8.56
VARIES AMONG DIFFERENT OCCUPATIONAL CLASSIFICATIONS	37	9.32
MENTIONED BUT NOT SPECIFIED	10	2.52
OTHER	8	2.02
T O T A L	397	100.00

FIELD 2520 **NORMAL DAILY HOURS OF WORK - OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED	3	.76
LESS THAN 7 HOURS	5	1.26
7 HOURS	12	3.02
GREATER THAN 7, LESS THAN 7.5	23	5.79
7.5 HOURS	32	8.06
GREATER THAN 7.5, LESS THAN 8	7	1.76
8 HOURS	59	14.86
MORE THAN 8 HOURS	0	.00
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	229	57.68
DAILY HOURS VARY THROUGHOUT WEEK	12	3.02
VARIES AMONG DIFFERENT OCCUPATIONAL CLASSIFICATIONS	12	3.02
MENTIONED BUT NOT SPECIFIED	3	.76
OTHER	0	.00
T O T A L	397	100.00

FIELD 2540 **NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED	9	2.27
LESS THAN 4 DAYS	1	.25
4 DAYS	4	1.01
4 TO 5 DAYS	0	.00
5 DAYS	307	77.33
MORE THAN 5 DAYS	1	.25
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	27	6.80
WORK DAYS VARY FROM WEEK TO WEEK	11	2.77
VARIES AMONG DIFFERENT OCCUPATIONAL CLASSIFICATIONS	21	5.29
MENTIONED BUT NOT SPECIFIED	10	2.52
OTHER	6	1.51
T O T A L	397	100.00

FIELD 2560 **NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED	2	.50
LESS THAN 4 DAYS	0	.00
4 DAYS	0	.00
4 TO 5 DAYS	0	.00
5 DAYS	157	39.55
MORE THAN 5 DAYS	0	.00
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	229	57.68
WORK DAYS VARY FROM WEEK TO WEEK	2	.50
VARIES AMONG DIFFERENT OCCUPATIONAL CLASSIFICATIONS	3	.76
MENTIONED BUT NOT SPECIFIED	2	.50
OTHER	2	.50
T O T A L	397	100.00

FIELD 2580 **NORMAL WEEKLY HOURS OF WORK - NON-OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED	5	1.26
35 HOURS OR LESS	8	2.02
MORE THAN 35, LESS THAN 37.5	13	3.27
37.5 HOURS	35	8.82
MORE THAN 37.5, LESS THAN 40	44	11.08
40 HOURS	214	53.90
MORE THAN 40 HOURS	6	1.51
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	27	6.80
WEEKLY HOURS VARY FROM WEEK TO WEEK	5	1.26
VARIES AMONG DIFFERENT OCCUPATIONAL CLASSIFICATIONS	27	6.80
MENTIONED BUT NOT SPECIFIED	7	1.76
OTHER	6	1.51
T O T A L	397	100.00

FIELD 2600 **NORMAL WEEKLY HOURS OF WORK - OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED	1	.25
35 HOURS OR LESS	20	5.04
MORE THAN 35, LESS THAN 37.5	25	6.30
37.5 HOURS	33	8.31
MORE THAN 37.5, LESS THAN 40	18	4.53
40 HOURS	59	14.86
MORE THAN 40 HOURS	0	.00
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	229	57.68
WEEKLY HOURS VARY FROM WEEK TO WEEK	0	.00
VARIES AMONG DIFFERENT OCCUPATIONAL CLASSIFICATIONS	11	2.77
MENTIONED BUT NOT SPECIFIED	1	.25
OTHER	0	.00
T O T A L	397	100.00

FIELD 2620 **DAYS OFF PER WEEK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	30	7.56	2108	3.47
2 DAYS (CONSECUTIVE)	212	53.40	20577	33.90
2 DAYS (NOT CONSECUTIVE)	5	1.26	258	.42
2 DAYS (CONSECUTIVE DAYS NOT SPECIFIED)	76	19.14	4904	8.08
3 DAYS (CONSECUTIVE)	2	.50	34	.06
3 DAYS (NOT CONSECUTIVE)	0	.00	0	.00
3 DAYS (CONSECUTIVE DAYS NOT SPECIFIED)	0	.00	0	.00
NO STANDARD DAYS OFF PER WEEK WITH AVERAGING PROVISION OVER A SPECIFIC NUMBER OF WEEKS	11	2.77	283	.47
BANKING PRIVILEGES	23	5.79	26803	44.15
OTHER	38	9.57	5739	9.45
T O T A L	397	100.00	60706	100.00

FIELD 2640 **PROVISION FOR COMPRESSED WORK WEEK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	330	83.12	24170	39.81
COMPRESSED WORK WEEK NOW IN PROGRESS	31	7.81	22062	36.34
COMPRESSED WORK WEEK SCHEDULED TO COMMENCE DURING TERM OF AGREEMENT	6	1.51	3170	5.22
COMPRESSED WORK WEEK SUBJECT FOR LABOUR-MANAGEMENT STUDY	4	1.01	619	1.02
COMPRESSED WORK WEEK PARTIALLY IN EFFECT	22	5.54	5698	9.39
MENTIONED BUT NOT SPECIFIED	2	.50	415	.68
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 2660 **PROVISION FOR A FLEXTIME SCHEDULE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	378	95.21	54354	89.54
APPLIES TO SPECIFIC GROUP(S) OF EMPLOYEES	10	2.52	6077	10.01
APPLIES TO ALL EMPLOYEES	8	2.02	214	.35
MENTIONED BUT NOT SPECIFIED	1	.25	61	.10
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

SECTION 6
OVERTIME PAY

FIELD 3000 RATES AFTER NORMAL DAILY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	18	4.53	1931	3.18
TIME AND ONE-HALF	121	30.48	4013	6.61
TIME AND THREE-QUARTERS	1	.25	3	.00
DOUBLE TIME	53	13.35	15879	26.16
MORE THAN DOUBLE TIME	0	.00	0	.00
INITIAL RATE FOLLOWED BY HIGHER PROGRESSIVE RATE	188	47.36	37796	62.26
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	1	.25	25	.04
VARIES WITH DIFFERENT GROUPS OF EMPLOYEES	7	1.76	211	.35
TIME OFF IN LIEU OF OVERTIME PAY	1	.25	3	.00
OTHER	7	1.76	845	1.39
T O T A L	397	100.00	60706	100.00

FIELD 3020 RATES AFTER NORMAL WEEKLY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	89	22.42	9589	15.80
TIME AND ONE-HALF	218	54.91	14442	23.79
TIME AND THREE-QUARTERS	1	.25	3	.00
DOUBLE TIME	44	11.08	14704	24.22
MORE THAN DOUBLE TIME	0	.00	0	.00
INITIAL RATE FOLLOWED BY HIGHER PROGRESSIVE RATE	35	8.82	21278	35.05
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES WITH DIFFERENT GROUPS OF EMPLOYEES	6	1.51	198	.33
TIME OFF IN LIEU OF OVERTIME PAY	1	.25	3	.00
OTHER	3	.76	489	.81
T O T A L	397	100.00	60706	100.00

FIELD 3040 **RATES ON SATURDAY OR FIRST DAY OF REST**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	164	41.31	13986	23.04
TIME AND ONE-HALF	73	18.39	5319	8.76
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	110	27.71	28770	47.39
MORE THAN DOUBLE TIME	0	.00	0	.00
INITIAL RATE FOLLOWED BY HIGHER PROGRESSIVE RATE	31	7.81	11701	19.27
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES WITH DIFFERENT GROUPS OF EMPLOYEES	4	1.01	82	.14
TIME OFF IN LIEU OF OVERTIME PAY	2	.50	27	.04
OTHER	13	3.27	821	1.35
T O T A L	397	100.00	60706	100.00

FIELD 3060 **RATES ON SUNDAY OR SECOND DAY OF REST**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	110	27.71	11295	18.61
TIME AND ONE-HALF	35	8.82	1432	2.36
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	231	58.19	36440	60.03
MORE THAN DOUBLE TIME	1	.25	14	.02
INITIAL RATE FOLLOWED BY HIGHER PROGRESSIVE RATE	7	1.76	10805	17.80
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES WITH DIFFERENT GROUPS OF EMPLOYEES	4	1.01	82	.14
TIME OFF IN LIEU OF OVERTIME PAY	2	.50	30	.05
OTHER	7	1.76	608	1.00
T O T A L	397	100.00	60706	100.00

FIELD 3080 **CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	321	80.86	31676	52.18
MENTIONED	76	19.14	29030	47.82
T O T A L	397	100.00	60706	100.00

FIELD 3100 **RIGHT TO REFUSE OVERTIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	218	54.91	24521	40.39
VOLUNTARY	100	25.19	14728	24.26
VOLUNTARY EXCEPT IN CASES OF EMERGENCY	54	13.60	19292	31.78
EMPLOYEE MAY NOT UNREASONABLY REFUSE	23	5.79	2136	3.52
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 3120 **DISTRIBUTION OF OVERTIME AMONG EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	275	69.27	42364	69.79
MENTIONED BUT NOT SPECIFIED	11	2.77	1941	3.20
BASED ON SENIORITY	34	8.56	1877	3.09
SHARED AMONG EMPLOYEES	68	17.13	14178	23.36
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

SECTION 7
PREMIUM PAY

FIELD 3500 SECOND SHIFT DIFFERENTIAL

3500(A) CENTS PER HOUR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 20 CENTS	17	4.28	385	.63
21 - 25 CENTS	20	5.04	3196	5.26
26 - 30 CENTS	50	12.59	14814	24.40
31 - 35 CENTS	39	9.82	7501	12.36
36 - 40 CENTS	26	6.55	9058	14.92
41 - 45 CENTS	39	9.82	3921	6.46
MORE THAN 45 CENTS	28	7.05	2390	3.94

3500(B) AMOUNT PER SHIFT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN $2.50	6	1.51	11084	18.26
$2.50 OR MORE	3	.76	84	.14

3500(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	152	38.29	5980	9.85
PERCENTAGE OF REGULAR PAY	0	.00	0	.00
COMBINATION OF ARRANGEMENTS	4	1.01	172	.28
FLAT AMOUNT PER WEEK	7	1.76	248	.41
TIME DIFFERENTIAL	1	.25	30	.05
VARIES WITH DIFFERENT OCCUPATIONAL CLASSIFICATIONS	1	.25	46	.08
MENTIONED BUT NOT SPECIFIED	1	.25	200	.33
OTHER	3	.76	1597	2.63
T O T A L	397	100.00	60706	100.00

FIELD 3520 **THIRD SHIFT DIFFERENTIAL**

3520(A) CENTS PER HOUR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 20 CENTS	8	2.02	182	.30
21 - 25 CENTS	14	3.53	1438	2.37
26 - 30 CENTS	33	8.31	13973	23.02
31 - 35 CENTS	36	9.07	8183	13.48
36 - 40 CENTS	29	7.30	6152	10.13
41 - 45 CENTS	55	13.85	8082	13.31
MORE THAN 45 CENTS	32	8.06	2926	4.82

3520(B) AMOUNT PER SHIFT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN $2.50	7	1.76	11095	18.28
$2.50 OR MORE	3	.76	107	.18

3520(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	157	39.55	6127	10.09
PERCENTAGE OF REGULAR PAY	1	.25	17	.03
COMBINATION OF ARRANGEMENTS	4	1.01	172	.28
FLAT AMOUNT PER WEEK	7	1.76	248	.41
TIME DIFFERENTIAL	3	.76	34	.06
VARIES WITH DIFFERENT OCCUPATIONAL CLASSIFICATIONS	1	.25	46	.08
MENTIONED BUT NOT SPECIFIED	1	.25	200	.33
OTHER	6	1.51	1724	2.84
T O T A L	397	100.00	60706	100.00

FIELD 3540 **SPLIT SHIFT DIFFERENTIAL**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	389	97.98	59705	98.35
MENTIONED	8	2.02	1001	1.65
T O T A L	397	100.00	60706	100.00

FIELD 3560 **SPLIT SHIFTS NOT ALLOWED**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	352	88.66	52203	85.99
MENTIONED	45	11.34	8503	14.01
T O T A L	397	100.00	60706	100.00

FIELD 3580 **HIGHER SERVICE PAY**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	111	27.96	6446	10.62
MENTIONED	286	72.04	54260	89.38
T O T A L	397	100.00	60706	100.00

FIELD 3600 **PREMIUM PAY FOR WORKING ON STATUTORY HOLIDAYS (IN ADDITION TO LEGISLATED HOLIDAY PAY)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	53	13.35	3972	6.54
TIME AND ONE-HALF	173	43.58	13846	22.81
TIME AND THREE-QUARTERS	2	.50	17	.03
DOUBLE TIME	102	25.69	16514	27.20
TIME AND ONE HALF FOLLOWED BY A HIGHER RATE	10	2.52	219	.36
TIME AND THREE-QUARTERS FOLLOWED BY A HIGHER RATE	0	.00	0	.00
DOUBLE TIME FOLLOWED BY A HIGHER RATE	3	.76	389	.64
CHOICE OF OVERTIME PAY AT APPLICABLE RATES OR EQUIVALENT TIME OFF	29	7.30	22850	37.64
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 3620 **PREMIUM PAY FOR HAZARDOUS WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	374	94.21	40255	66.31
MENTIONED	23	5.79	20451	33.69
T O T A L	397	100.00	60706	100.00

FIELD 3640 **PREMIUM PAY FOR DIRTY WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	380	95.72	55808	91.93
MENTIONED	17	4.28	4898	8.07
T O T A L	397	100.00	60706	100.00

FIELD 3660 **PREMIUM PAY ON REGULARLY SCHEDULED SATURDAY WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	370	93.20	52857	87.07
TIME AND ONE-HALF	4	1.01	1023	1.69
TIME AND THREE QUARTERS	0	.00	0	.00
DOUBLE TIME	0	.00	0	.00
TIME AND ONE-HALF FOLLOWED BY A HIGHER RATE	1	.25	64	.11
TIME AND THREE-QUARTERS FOLLOWED BY A HIGHER RATE	0	.00	0	.00
DOUBLE TIME FOLLOWED BY A HIGHER RATE	0	.00	0	.00
CHOICE OF OVERTIME AT APPLICABLE RATES OR EQUIVALENT TIME OFF	1	.25	1189	1.96
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 3680 **PREMIUM PAY ON REGULARLY SCHEDULED SUNDAY WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	353	88.92	46230	76.15
TIME AND ONE-HALF	7	1.76	5587	9.20
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	2	.50	100	.16
TIME AND ONE-HALF FOLLOWED BY A HIGHER RATE	0	.00	0	.00
TIME AND THREE-QUARTERS FOLLOWED BY A HIGHER RATE	0	.00	0	.00
DOUBLE TIME FOLLOWED BY A HIGHER RATE	0	.00	0	.00
CHOICE OF OVERTIME AT APPLICABLE RATES OR EQUIVALENT TIME OFF	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

SECTION 8
STATUTORY HOLIDAYS

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	5	1.26	73	.12
LESS THAN 9 DAYS	0	.00	0	.00
9 - 9.99 DAYS	11	2.77	603	.99
10 - 10.99 DAYS	185	46.60	13162	21.68
11 - 11.99 DAYS	155	39.04	44160	72.74
12 - 12.99 DAYS	22	5.54	1301	2.14
13 - 13.99 DAYS	10	2.52	1269	2.09
14 - 14.99 DAYS	5	1.26	114	.19
15 DAYS OR MORE	4	1.01	24	.04
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 4020 NON-LEGISLATED PUBLIC HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
BOXING DAY	375	94.46	59160	97.45
NEW YEAR'S EVE DAY	25	6.30	2108	3.47
CHRISTMAS EVE DAY	33	8.31	2276	3.75
EASTER MONDAY	68	17.13	22376	36.86
FIRST MONDAY OF FAIR WEEK	1	.25	7	.01
COMPANY DECLARED HOLIDAY	11	2.77	892	1.47
EMPLOYEE'S BIRTHDAY	3	.76	484	.80
MID-WINTER HOLIDAY (FEBRUARY)	17	4.28	8237	13.57
FLOATING HOLIDAY	82	20.65	12154	20.02
EASTER SUNDAY	1	.25	3	.00
TRAVELLERS' DAY PARADE	0	.00	0	.00
DAY AFTER NEW YEAR'S DAY	3	.76	44	.07
MAY 1ST, MAY DAY	1	.25	3	.00
HERITAGE DAY	23	5.79	3123	5.14
OTHER	23	5.79	589	.97

SECTION 9
PAID VACATION

FIELD 4500 LENGTH OF SERVICE REQUIRED FOR THREE WEEKS VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	6	1.51	491	.81
1 YEAR	353	88.92	56631	93.29
2 YEARS OR MORE	1	.25	84	.14
MENTIONED BUT NOT SPECIFIED	29	7.30	1197	1.97
OTHER	8	2.02	2303	3.79
T O T A L	397	100.00	60706	100.00

FIELD 4520 LENGTH OF SERVICE REQUIRED FOR FOUR WEEKS VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	15	3.78	451	.74
1 - 4 YEARS	26	6.55	4287	7.06
5 - 9 YEARS	154	38.79	24891	41.00
10 YEARS	160	40.30	26780	44.11
MORE THAN 10 YEARS	2	.50	148	.24
MENTIONED BUT NOT SPECIFIED	31	7.81	1243	2.05
OTHER	9	2.27	2906	4.79
T O T A L	397	100.00	60706	100.00

FIELD 4540 **LENGTH OF SERVICE REQUIRED FOR FIVE WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	106	26.70	4656	7.67
LESS THAN 13 YEARS	22	5.54	2107	3.47
13 YEARS	45	11.34	3115	5.13
14 - 16 YEARS	20	5.04	589	.97
17 - 19 YEARS	72	18.14	10162	16.74
20 YEARS	80	20.15	35626	58.69
21 - 24 YEARS	22	5.54	1243	2.05
25 YEARS	21	5.29	554	.91
MORE THAN 25 YEARS	3	.76	148	.24
MENTIONED BUT NOT SPECIFIED	1	.25	8	.01
OTHER	5	1.26	2498	4.11
T O T A L	397	100.00	60706	100.00

FIELD 4560 **LENGTH OF SERVICE REQUIRED FOR SIX WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	283	71.28	40172	66.71
LESS THAN 20 YEARS	48	12.09	3632	5.98
20 YEARS	10	2.52	273	.45
MORE THAN 20 YEARS	55	13.85	16621	27.38
MENTIONED BUT NOT SPECIFIED	1	.25	8	.01
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 4580 **LENGTH OF SERVICE REQUIRED FOR SEVEN WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	352	88.66	57537	94.78
LESS THAN 20 YEARS	0	.00	0	.00
20 - 25 YEARS	43	10.83	2881	4.75
MORE THAN 25 YEARS	1	.25	8	.01
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	1	.25	280	.46
T O T A L	397	100.00	60706	100.00

FIELD 4600 **LENGTH OF SERVICE REQUIRED FOR EIGHT WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	397	100.00	60706	100.00
LESS THAN 25 YEARS	0	.00	0	.00
25 YEARS OR MORE	0	.00	0	.00
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 4620 **LENGTH OF SERVICE FOR FOUR WEEKS ON DECREASING SCALE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	386	97.23	59217	97.55
MENTIONED	11	2.77	1489	2.45
T O T A L	397	100.00	60706	100.00

FIELD 4640 **LENGTH OF SERVICE FOR FIVE WEEKS ON DECREASING SCALE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	370	93.20	58291	96.02
MENTIONED	27	6.80	2415	3.98
T O T A L	397	100.00	60706	100.00

FIELD 4660 **LENGTH OF SERVICE FOR SIX WEEKS ON DECREASING SCALE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	390	98.24	58739	96.76
MENTIONED	7	1.76	1967	3.24
T O T A L	397	100.00	60706	100.00

FIELD 4680 **HOLIDAY FALLING WITHIN VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	108	27.20	12010	19.78
ANOTHER PAID DAY OFF	214	53.90	32491	53.52
AN EXTRA DAYS PAY	11	2.77	1957	3.22
CHOICE OF ANOTHER DAY OFF OR AN EXTRA DAYS PAY	60	15.11	13051	21.50
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 4700 **HOLIDAY FALLING ON A DAY OFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	95	23.93	5106	8.41
DAY OFF IMMEDIATELY PRECEEDING OR FOLLOWING THE HOLIDAY	155	39.04	20989	34.57
AN EXTRA DAY'S PAY	13	3.27	903	1.49
ANOTHER DAY OFF	78	19.65	22686	37.37
CHOICE OF ANOTHER DAY OFF OR AN EXTRA DAY'S PAY	41	10.33	8735	14.39
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 4720 **ELECTION OF PAID VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	54	13.60	4039	6.65
ELECTION OF VACATION TIME BASED ON SENIORITY	94	23.68	5494	9.05
VACATION DURING GENERAL PLANT SHUTDOWN	22	5.54	1879	3.10
VACATION TAKEN AT COMPANY DISCRETION	20	5.04	1375	2.27
MUTUALLY NEGOTIATED	109	27.46	18920	31.17
ROTATION SCHEME	16	4.03	6782	11.17
VARIES BY TYPE OF EMPLOYEE	1	.25	536	.88
COMBINATION OF ARRANGEMENTS	77	19.40	12127	19.98
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 4740 **PARTIAL ELECTION OF VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	298	75.06	47455	78.17
MENTIONED	99	24.94	13251	21.83
T O T A L	397	100.00	60706	100.00

FIELD 4760 **EXTENDED VACATION / VACATION BONUS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	367	92.44	52659	86.74
MENTIONED	30	7.56	8047	13.26
T O T A L	397	100.00	60706	100.00

FIELD 4780 **VACATION CARRY-OVER**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	266	67.00	21641	35.65
LIMITED	71	17.88	27060	44.58
UNLIMITED	9	2.27	3836	6.32
NOT ALLOWED	50	12.59	8155	13.43
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

S E C T I O N 10
PAY GUARANTEES

FIELD 5000 **REPORTING PAY GUARANTEE**

5000(A) TIME GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 1.99 HOURS	1	.25	7	.01
2 - 2.99 HOURS	5	1.26	52	.09
3 - 3.99 HOURS	47	11.84	15726	25.91
4 - 4.99 HOURS	85	21.41	20472	33.72
5 - 7.99 HOURS	7	1.76	460	.76
8 HOURS OR MORE	15	3.78	1994	3.28

5000(B) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	206	51.89	19942	32.85
LUMP SUM	0	.00	0	.00
GUARANTEE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.26	900	1.48
GUARANTEE VARIES DEPENDING ON WHETHER EMPLOYEE WORKS	19	4.79	932	1.54
OTHER	7	1.76	221	.36
T O T A L	397	100.00	60706	100.00

FIELD 5020 **CALL-BACK PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	125	31.49	6336	10.44
HOURS WORKED AT APPLICABLE OVERTIME RATES OR 3 HOURS, WHICHEVER IS GREATER	19	4.79	1292	2.13
HOURS WORKED AT APPLICABLE OVERTIME RATES OR 4 HOURS, WHICHEVER IS GREATER	33	8.31	5265	8.67
TWO HOURS	5	1.26	132	.22
THREE HOURS	5	1.26	9654	15.90
FOUR HOURS	12	3.02	583	.96
TWO HOURS AT APPLICABLE OVERTIME RATES	59	14.86	25267	41.62
THREE HOURS AT APPLICABLE OVERTIME RATES	66	16.62	2994	4.93
FOUR HOURS AT APPLICABLE OVERTIME RATES	28	7.05	3989	6.57
OTHER	45	11.34	5194	8.56
T O T A L	397	100.00	60706	100.00

FIELD 5040 MAINTENANCE OF HEALTH AND WELFARE BENEFITS ON LIMITED LAY-OFF OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	322	81.11	42847	70.58
EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	34	8.56	5664	9.33
EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP SHARE OF CONTRIBUTION DURING OR AFTER ABSENCE)	9	2.27	1478	2.43
EMPLOYER TOTALLY RESPONSIBLE	7	1.76	1031	1.70
VARIES BY LENGTH OF LEAVE	9	2.27	4431	7.30
MENTIONED BUT NOT SPECIFIED	12	3.02	424	.70
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5060 MAINTENANCE OF OTHER BENEFITS ON LIMITED LAY-OFF OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	122	30.73	12655	20.85
SENIORITY	148	37.28	15262	25.14
VACATIONS	0	.00	0	.00
SICK LEAVE	5	1.26	993	1.64
COMBINATION OF BENEFITS	116	29.22	31658	52.15
MENTIONED BUT NOT SPECIFIED	4	1.01	99	.16
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5080 ACCRUAL OF OTHER BENEFITS WHILE ON LAY-OFF OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	310	78.09	44092	72.63
SENIORITY	49	12.34	8173	13.46
VACATIONS	2	.50	90	.15
SICK LEAVE	2	.50	44	.07
COMBINATION OF BENEFITS	29	7.30	3283	5.41
MENTIONED BUT NOT SPECIFIED	2	.50	70	.12
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5100 **PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	197	49.62	16598	27.34
ALL WORKING CONDITIONS AND BENEFITS	95	23.93	21898	36.07
SOME WORKING CONDITIONS AND BENEFITS	98	24.69	20724	34.14
PART-TIME EXCLUDED FROM SCOPE	3	.76	1278	2.11
MENTIONED BUT NOT SPECIFIED	3	.76	205	.34
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5120 **PROVISION FOR ALLOWANCE OF SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	174	43.83	12558	20.69
ON RETIREMENT	18	4.53	4909	8.09
ON PERMANENT LAYOFF	16	4.03	840	1.38
ON TERMINATION OF EMPLOYMENT	26	6.55	1002	1.65
ON TERMINATION OR LAYOFF DUE TO TECHNOLOGICAL CHANGE	95	23.93	24153	39.79
COMBINATION OF THE ABOVE	62	15.62	17122	28.20
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5140 **MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	182	45.84	31532	51.94
LESS THAN 1 YEAR	2	.50	35	.06
1 YEAR	42	10.58	4587	7.56
2 YEARS	11	2.77	2012	3.31
3 - 5 YEARS	35	8.82	3981	6.56
6 - 10 YEARS	33	8.31	3372	5.55
MORE THAN 10 YEARS	5	1.26	343	.57
VARIES BY REASON FOR SEVERANCE	9	2.27	707	1.16
VARIES BY TYPE OF EMPLOYEE	0	.00	0	.00
MENTIONED BUT NOT SPECIFIED	72	18.14	13763	22.67
OTHER	6	1.51	374	.62
T O T A L	397	100.00	60706	100.00

FIELD 5160 **ACCUMULATION OF SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	173	43.58	12560	20.69
ONE WEEK'S PAY PER YEAR OF SERVICE	101	25.44	13887	22.88
TWO WEEK'S PAY PER YEAR OF SERVICE	3	.76	1789	2.95
VARIES ACCORDING TO LENGTH OF SERVICE	30	7.56	8452	13.92
PERCENTAGE OF TOTAL EARNINGS IN A GIVEN YEAR	3	.76	498	.82
PERCENTAGE OF UNUSED SICK LEAVE	37	9.32	14186	23.37
FLAT AMOUNT	7	1.76	277	.46
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5180 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	178	44.84	17389	28.64
LESS THAN 5 WEEK'S PAY	4	1.01	214	.35
5 - 9 WEEK'S PAY	11	2.77	1345	2.22
10 WEEK'S PAY	5	1.26	1351	2.23
11 - 29 WEEK'S PAY	48	12.09	4180	6.89
30 WEEK'S PAY	8	2.02	1212	2.00
MORE THAN 30 WEEK'S PAY	0	.00	0	.00
VARIES BY REASON FOR SEVERANCE	7	1.76	1596	2.63
VARIES ACCORDING TO LENGTH OF SERVICE	16	4.03	6751	11.12
PERCENTAGE OF UNUSED SICK LEAVE	25	6.30	11238	18.51
PERCENTAGE OF TOTAL EARNINGS IN GIVEN YEAR(S)	1	.25	39	.06
FLAT AMOUNT	3	.76	138	.23
MENTIONED BUT NOT SPECIFIED	78	19.65	14117	23.25
OTHER	13	3.27	1136	1.87
T O T A L	397	100.00	60706	100.00

S E C T I O N 11
COST OF LIVING ADJUSTMENT PROVISION

FIELD 5500 TYPE OF FORMULA

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	323	81.36	23035	37.95
FACTOR (POINT) CHANGE IN C.P.I. TO A CENTS PER HOUR OR MONTHLY INCREASE IN PAY	20	5.04	3401	5.60
PERCENTAGE CHANGE IN C.P.I. TO A PERCENTAGE ADJUSTMENT IN PAY	51	12.85	34230	56.39
BONUS OR FLAT RATE ADJUSTMENT	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5520 **TRIGGERED FORMULA**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	327	82.37	22810	37.57
MENTIONED	70	17.63	37896	62.43
T O T A L	397	100.00	60706	100.00

FIELD 5540 **CAP OR MAXIMUM ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	395	99.50	60682	99.96
MENTIONED	2	.50	24	.04
T O T A L	397	100.00	60706	100.00

FIELD 5560 **GUARANTEED OR MINIMUM ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	397	100.00	60706	100.00
MENTIONED	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5580 **CONSUMER PRICE INDEX**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	325	81.86	23062	37.99
ALL CANADA	23	5.79	4092	6.74
REGIONAL	47	11.84	33514	55.21
MENTIONED BUT NOT SPECIFIED	1	.25	25	.04
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5600 TIMING OF ADJUSTMENTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	324	81.61	22754	37.48
MONTHLY	5	1.26	3747	6.17
QUARTERLY	5	1.26	1616	2.66
SEMI-ANNUALLY	3	.76	33	.05
ANNUALLY	28	7.05	27041	44.54
IN LINE WITH CONTRACT WAGE ADJUSTMENTS	2	.50	1333	2.20
SINGLE ADJUSTMENT	19	4.79	2263	3.73
REVIEW AT IRREGULAR INTERVALS	5	1.26	1727	2.84
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 5620 PROVISION IN COLA FORMULA FOR DECLINE IN C.P.I.

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	391	98.49	58646	96.61
MENTIONED	6	1.51	2060	3.39
T O T A L	397	100.00	60706	100.00

FIELD 5640 TYPE OF ADJUSTMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	327	82.37	26199	43.16
FLOAT OR ADD-ON	10	2.52	11972	19.72
TOTAL FOLD-IN	52	13.10	20973	34.55
PARTIAL FOLD-IN	2	.50	27	.04
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

SECTION 12
TECHNOLOGICAL CHANGE

FIELD 6000 NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	241	60.71	27731	45.68
LESS THAN 31 DAYS	2	.50	149	.25
31 - 60 DAYS	2	.50	26	.04
61 - 90 DAYS	76	19.14	18818	31.00
91 - 120 DAYS	3	.76	43	.07
121 - 180 DAYS	8	2.02	1361	2.24
181 DAYS OR MORE	1	.25	3391	5.59
MENTIONED BUT NOT SPECIFIED	63	15.87	8733	14.39
OTHER	1	.25	454	.75
T O T A L	397	100.00	60706	100.00

FIELD 6020 ADVANCE NOTICE OF LAY-OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	266	67.00	45091	74.28
1 - 89 DAYS	9	2.27	2923	4.82
90 DAYS	10	2.52	618	1.02
MORE THAN 90 DAYS	3	.76	582	.96
VARIES BY LENGTH OF SERVICE (LABOUR STANDARD ACT EXCEEDED OR NOT MENTIONED)	0	.00	0	.00
VARIES BY LENGTH OF SERVICE (LABOUR STANDARD ACT)	2	.50	328	.54
MENTIONED BUT NOT SPECIFIED	107	26.95	11164	18.39
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6040 **TRAINING OR RETRAINING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	301	75.82	36075	59.43
COMPANY PROGRAMS	77	19.40	21826	35.95
JOINT COMPANY-UNION PROGRAMS	14	3.53	2253	3.71
COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROV. GOVT. APPRENTICESHIP PROGRAM	1	.25	30	.05
COMPANY-UNION PROGRAM IN CONJUNCTION WITH FEDERAL PROGRAM	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6060 **WAGE OR EMPLOYMENT GUARANTEE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	334	84.13	44268	72.92
MENTIONED	63	15.87	16438	27.08
T O T A L	397	100.00	60706	100.00

FIELD 6080 **LABOUR-MANAGEMENT CONSULTATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	315	79.35	41044	67.61
MENTIONED	82	20.65	19662	32.39
T O T A L	397	100.00	60706	100.00

FIELD 6100 **RELOCATION ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	380	95.72	55346	91.17
MENTIONED	17	4.28	5360	8.83
T O T A L	397	100.00	60706	100.00

FIELD 6120 **RE-OPENER CLAUSE AS A RESULT OF PENDING TECHNOLOGICAL CHANGE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	378	95.21	52550	86.56
MENTIONED	19	4.79	8156	13.44
T O T A L	397	100.00	60706	100.00

S E C T I O N 13
HEALTH AND WELFARE

FIELD 6500 **MINIMUM LENGTH OF SERVICE FOR ENTITLEMENT TO SICK LEAVE BENEFITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	95	23.93	16005	26.36
LESS THAN 30 DAYS	25	6.30	2185	3.60
30 - 35 DAYS	30	7.56	7779	12.81
36 - 50 DAYS	4	1.01	109	.18
51 - 65 DAYS	7	1.76	865	1.42
66 - 95 DAYS	62	15.62	16946	27.91
96 - 125 DAYS	1	.25	6	.01
126 - 135 DAYS	3	.76	100	.16
136 - 185 DAYS	14	3.53	1608	2.65
MORE THAN 185 DAYS	26	6.55	1636	2.69
MENTIONED BUT NOT SPECIFIED	123	30.98	12396	20.42
OTHER	7	1.76	1071	1.76
T O T A L	397	100.00	60706	100.00

FIELD 6520 **TYPE OF SICK LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	57	14.36	3540	5.83
FLAT ALLOWANCE (MONTHLY OR ANNUAL)	206	51.89	42108	69.36
ALLOWANCE GRADUATED TO LENGTH OF SERVICE	3	.76	879	1.45
PAID SICK LEAVE UNDER A HEALTH INSURANCE PLAN	51	12.85	4764	7.85
FLAT ALLOWANCE AND LEAVE UNDER A HEALTH INSURANCE PLAN	56	14.11	7059	11.63
PAID SICK LEAVE MENTIONED BUT NOT SPECIFIED	12	3.02	709	1.17
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6540 **ANNUAL SICK LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	75	18.89	6401	10.54
LESS THAN 6 DAYS	10	2.52	793	1.31
6 DAYS	45	11.34	1644	2.71
7 - 11 DAYS	13	3.27	885	1.46
12 DAYS	22	5.54	5631	9.28
13 - 14 DAYS	0	.00	0	.00
15 DAYS	78	19.65	30657	50.50
16 - 17 DAYS	1	.25	10	.02
18 DAYS	39	9.82	4874	8.03
19 - 23 DAYS	17	4.28	794	1.31
24 DAYS	14	3.53	748	1.23
MORE THAN 24 DAYS	4	1.01	106	.17
VARIES BY LENGTH OF SERVICE	11	2.77	2589	4.26
MENTIONED BUT NOT SPECIFIED	29	7.30	2316	3.82
OTHER	39	9.82	3258	5.37
T O T A L	397	100.00	60706	100.00

FIELD 6560 **MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	28.21	11541	19.01
LESS THAN 16 DAYS	33	8.31	2042	3.36
16 - 30 DAYS	14	3.53	403	.66
31 - 60 DAYS	16	4.03	443	.73
61 - 90 DAYS	9	2.27	131	.22
91 - 120 DAYS	37	9.32	14116	23.25
121 - 180 DAYS	30	7.56	1248	2.06
MORE THAN 180 DAYS	32	8.06	4870	8.02
ACCUMULATION NOT ALLOWED	13	3.27	2138	3.52
VARIES BY TYPE OF EMPLOYEE	1	.25	280	.46
VARIES BY LENGTH OF SERVICE	3	.76	132	.22
UNLIMITED ACCUMULATION	28	7.05	18559	30.57
MENTIONED BUT NOT SPECIFIED	38	9.57	2931	4.83
OTHER	31	7.81	1872	3.08
T O T A L	397	100.00	60706	100.00

FIELD 6580 **CONVERSION OF UNUSED SICK LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	306	77.08	37153	61.20
ANNUAL CONVERSION TO CASH OR DAYS OFF	27	6.80	1254	2.07
FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.	6	1.51	118	.19
PARTIAL CONVERSION TO CASH ON RETIREMENT, LAYOFF, ETC	48	12.09	17114	28.19
COMBINATION	3	.76	1189	1.96
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6600 **EXTENDED MEDICAL BENEFIT PLANS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	327	17.63	7807	12.86
MENTIONED	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6620 PROVISIONS FOR A HEALTH AND WELFARE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	84	21.16	14634	24.11
HEALTH AND WELFARE PLAN (SINGLE FUND)	55	13.85	3303	5.44
SERIES OF PLANS	217	54.66	41008	67.55
SINGLE PLAN	35	8.82	1603	2.64
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6640 EMPLOYER'S CONTRIBUTION TO LIFE INSURANCE

6640(A) CENTS PER HOUR CONTRIBUTED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
25 CENTS OR LESS	0	.00	0	.00
MORE THAN 25 CENTS	0	.00	0	.00

6640(B) PERCENTAGE OF PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 50 PER CENT	2	.50	48	.08
50 - 59 PER CENT	47	11.84	5465	9.00
60 - 69 PER CENT	1	.25	17	.03
70 - 79 PER CENT	10	2.52	624	1.03
80 - 89 PER CENT	0	.00	0	.00
90 - 99 PER CENT	0	.00	0	.00
100 PER CENT	66	16.62	14802	24.38

6640(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	171	43.07	18617	30.67
PLAN IS 100 PER CENT EMPLOYEE FUNDED	1	.25	85	.14
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	89	22.42	12501	20.59
VARIES ACCORDING TO DEPENDENTS	10	2.52	8547	14.08
VARIES ACCORDING TO EARNINGS	0	.00	0	.00
FLAT RATE CONTRIBUTION	0	.00	0	.00
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6660 **MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	190	47.86	19736	32.51
LESS THAN $5,000	2	.50	399	.66
$5,000 - $9,999	14	3.53	5573	9.18
$10,000 - $14,999	18	4.53	3474	5.72
$15,000 OR MORE	37	9.32	5634	9.28
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	10	2.52	4350	7.17
VARIES ACCORDING TO EARNINGS	20	5.04	2901	4.78
VARIES WITH NUMBER OF DEPENDANTS	3	.76	222	.37
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	96	24.18	11413	18.80
OTHER	7	1.76	7004	11.54
T O T A L	397	100.00	60706	100.00

FIELD 6680 EMPLOYER'S CONTRIBUTION TO ACCIDENTAL DEATH AND DISABILITY INSURANCE

6680(A) CENTS PER HOUR CONTRIBUTED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
25 CENTS OR LESS	0	.00	0	.00
MORE THAN 25 CENTS	0	.00	0	.00

6680(B) PERCENTAGE OF PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 50 PER CENT	0	.00	0	.00
50 - 59 PER CENT	17	4.28	1239	2.04
60 - 69 PER CENT	1	.25	17	.03
70 - 79 PER CENT	1	.25	15	.02
80 - 89 PER CENT	0	.00	0	.00
90 - 99 PER CENT	0	.00	0	.00
100 PER CENT	40	10.08	5348	8.81

6680(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	289	72.80	49074	80.84
PLAN IS 100 PER CENT EMPLOYEE FUNDED	0	.00	0	.00
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	49	12.34	5013	8.26
VARIES ACCORDING TO DEPENDANTS	0	.00	0	.00
VARIES ACCORDING TO EARNINGS	0	.00	0	.00
FLAT RATE CONTRIBUTION	0	.00	0	.00
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6700 AMOUNT OF ACCIDENTAL DEATH AND DISABILITY INSURANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	295	74.31	49406	81.39
LESS THAN $5,000	2	.50	44	.07
$5,000 - $9,999	5	1.26	942	1.55
$10,000 - $14,999	9	2.27	259	.43
$15,000 OR MORE	28	7.05	3693	6.08
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	5	1.26	102	.17
VARIES ACCORDING TO EARNINGS	12	3.02	2512	4.14
VARIES WITH NUMBER OF DEPENDANTS	0	.00	0	.00
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	37	9.32	3322	5.47
OTHER	4	1.01	426	.70
T O T A L	397	100.00	60706	100.00

FIELD 6720 EMPLOYER'S CONTRIBUTION TO LONG-TERM DISABILITY AND INCOME CONTINUANCE PLAN

6720(A) CENTS PER HOUR CONTRIBUTED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
25 CENTS OR LESS	0	.00	0	.00
MORE THAN 25 CENTS	0	.00	0	.00

6720(B) PERCENTAGE OF PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 50 PER CENT	0	.00	0	.00
50 - 59 PER CENT	24	6.05	12497	20.59
60 - 69 PER CENT	1	.25	17	.03
70 - 79 PER CENT	3	.76	439	.72
80 - 89 PER CENT	0	.00	0	.00
90 - 99 PER CENT	0	.00	0	.00
100 PER CENT	33	8.31	5192	8.55

6720(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	272	68.51	35676	58.77
PLAN IS 100 PER CENT EMPLOYEE FUNDED	1	.25	340	.56
VARIES ACCORDING TO EARNINGS AND DEPENDANTS	53	13.35	5671	9.34
VARIES ACCORDING TO DEPENDANTS	10	2.52	874	1.44
VARIES ACCORDING TO EARNINGS	0	.00	0	.00
FLAT RATE CONTRIBUTION	0	.00	0	.00
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6740 **WAITING PERIOD TO RECEIVE BENEFITS UNDER LONG-TERM DISABILITY PLAN**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	285	71.79	36562	60.23
LESS THAN 26 WEEKS	15	3.78	8644	14.24
26 - 51 WEEKS	10	2.52	727	1.20
52 WEEKS OR MORE	10	2.52	1913	3.15
MENTIONED BUT NOT SPECIFIED	77	19.40	12860	21.18
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6760 **DURATION OF BENEFITS UNDER LONG-TERM DISABILITY PLAN**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	286	72.04	36570	60.24
LESS THAN 6 YEARS	0	.00	0	.00
6 YEARS OR MORE	0	.00	0	.00
LESS THAN NORMAL RETIREMENT AGE	0	.00	0	.00
TO NORMAL RETIREMENT AGE	37	9.32	13179	21.71
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	72	18.14	10612	17.48
OTHER	2	.50	345	.57
T O T A L	397	100.00	60706	100.00

FIELD 6780 PERCENTAGE OF WAGE GUARANTEED UNDER LONG-TERM DISABILITY AND INCOME CONTINUANCE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	285	71.79	36517	60.15
LESS THAN 50 PER CENT	0	.00	0	.00
50 PER CENT	9	2.27	1249	2.06
51 - 74 PER CENT	29	7.30	12504	20.60
75 PER CENT	0	.00	0	.00
76 - 99 PER CENT	0	.00	0	.00
100 PER CENT	2	.50	29	.05
STATIC DOLLAR AMOUNT	0	.00	0	.00
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	66	16.62	9814	16.17
OTHER	6	1.51	593	.98
T O T A L	397	100.00	60706	100.00

FIELD 6800 EMPLOYER'S CONTRIBUTION TO SICKNESS AND ACCIDENT WEEKLY INDEMNITY

6800(A) CENTS PER HOUR CONTRIBUTED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
25 CENTS OR LESS	0	.00	0	.00
MORE THAN 25 CENTS	0	.00	0	.00

6800(B) PERCENTAGE OF PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 50 PER CENT	0	.00	0	.00
50 - 59 PER CENT	24	6.05	2660	4.38
60 - 69 PER CENT	2	.50	60	.10
70 - 79 PER CENT	9	2.27	509	.84
80 - 89 PER CENT	0	.00	0	.00
90 - 99 PER CENT	0	.00	0	.00
100 PER CENT	42	10.58	10543	17.37

6800(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	235	59.19	41628	68.57
PLAN IS 100 PER CENT EMPLOYEE FUNDED	3	.76	125	.21
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	70	17.63	3648	6.01
VARIES ACCORDING TO DEPENDANTS	12	3.02	1533	2.53
VARIES ACCORDING TO EARNINGS	0	.00	0	.00
FLAT RATE CONTRIBUTION	0	.00	0	.00
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6820 **MAXIMUM AMOUNT OF SICKNESS AND ACCIDENT WEEKLY INDEMNITY**

6820(A) PERCENTAGE OF REGULAR EARNINGS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 60 PER CENT	1	.25	78	.13
60 - 69 PER CENT	39	9.82	6824	11.24
70 - 79 PER CENT	23	5.79	4894	8.06
80 - 99 PER CENT	0	.00	0	.00
100 PER CENT	1	.25	69	.11

6820(B) WEEKLY BENEFIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN $100 PER WEEK	1	.25	85	.14
$100 - $199 PER WEEK	8	2.02	260	.43
$200 - $299 PER WEEK	11	2.77	1683	2.77
$300 PER WEEK OR MORE	0	.00	0	.00

6820(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	241	60.71	42359	69.78
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	59	14.86	3240	5.34
VARIES ACCORDING TO DEPENDANTS	13	3.27	1214	2.00
VARIES ACCORDING TO EARNINGS	0	.00	0	.00
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6840 **MAXIMUM PERIOD OF SICKNESS AND ACCIDENT WEEKLY INDEMNITY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	248	62.47	42535	70.07
LESS THAN 26 WEEKS	21	5.29	3190	5.25
26 WEEKS	31	7.81	3193	5.26
27 - 51 WEEKS	0	.00	0	.00
52 WEEKS	13	3.27	1855	3.06
MORE THAN 52 WEEKS	3	.76	118	.19
VARIES WITH LENGTH OF SERVICE	8	2.02	4421	7.28
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	73	18.39	5394	8.89
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6860 **EMPLOYER'S CONTRIBUTION TO A PENSION PLAN**

6860(A) CENTS PER HOUR CONTRIBUTED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 11 CENTS	3	.76	26	.04
12 CENTS	20	5.04	994	1.64
13 - 20 CENTS	9	2.27	850	1.40
MORE THAN 20 CENTS	10	2.52	2621	4.32

6860(B) PERCENTAGE OF COST OF THE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 50 PER CENT	0	.00	0	.00
50 - 74 PER CENT	20	5.04	3953	6.51
75 - 99 PER CENT	0	.00	0	.00
100 PER CENT	9	2.27	1363	2.25

6860(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	158	39.80	18792	30.96
FLAT RATE CONTRIBUTION	7	1.76	124	.20
PLAN IS 100 PER CENT EMPLOYEE FUNDED	142	35.77	30525	50.28
VARIES WITH LENGTH OF SERVICE	19	4.79	1458	2.40
VARIES WITH AMOUNT OF SALARY	0	.00	0	.00
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6880 **EARLY RETIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	369	92.95	53400	87.96
MENTIONED	28	7.05	7306	12.04
T O T A L	397	100.00	60706	100.00

FIELD 6900 **ADMINISTRATION OF PENSION PLAN**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	335	84.38	52140	85.89
UNION	8	2.02	846	1.39
MANAGEMENT	8	2.02	1215	2.00
JOINT UNION - MANAGEMENT	34	8.56	2246	3.70
ADMINISTERED BY SEPARATE TRUSTEES	4	1.01	3630	5.98
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6920 **EMPLOYER'S CONTRIBUTION TO A DENTAL PLAN**

6920(A) CENTS PER HOUR CONTRIBUTED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 6 CENTS	0	.00	0	.00
6 CENTS	31	7.81	1248	2.06
MORE THAN 6 CENTS	13	3.27	870	1.43

6920(B) PERCENTAGE OF COST OF THE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 50 PER CENT	0	.00	0	.00
50 - 74 PER CENT	14	3.53	1082	1.78
75 - 99 PER CENT	5	1.26	288	.47
100 PER CENT	31	7.81	10380	17.10

6920(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	258	64.99	41113	67.72
PLAN IS 100 PER CENT EMPLOYEE FUNDED	5	1.26	89	.15
VARIES ACCORDING TO, DEPENDANTS AND EARNINGS	30	7.56	4996	8.23
VARIES ACCORDING TO DEPENDANTS	10	2.52	640	1.05
VARIES ACCORDING TO EARNINGS	0	.00	0	.00
FLAT RATE CONTRIBUTION	0	.00	0	.00
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6940 **TYPE OF DENTAL WORK COVERED**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	278	70.03	42642	70.24
BASIC	2	.50	54	.09
EXTENDED (PROSTHETICS AND ORAL SURGERY)	5	1.26	556	.92
COMBINATION OF ABOVE	30	7.56	10757	17.72
MENTIONED BUT NOT SPECIFIED	81	20.40	6683	11.01
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 6960 **OPTICAL CARE / PREPAID DRUG PRESCRIPTION PLAN**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	365	91.94	56150	92.49
OPTICAL CARE	18	4.53	2024	3.33
PRESCRIPTION DRUG PLAN	6	1.51	177	.29
COMBINATION	8	2.02	2355	3.88
T O T A L	397	100.00	60706	100.00

SECTION 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 TYPE OF HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	110	27.71	6636	10.93
STANDARD CLAUSE (SEE DEFINITIONS)	91	22.92	21413	35.27
NON-STANDARD CLAUSE	195	49.12	32588	53.68
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 7520 OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	243	61.21	26302	43.33
MENTIONED	154	38.79	34404	56.67
T O T A L	397	100.00	60706	100.00

FIELD 7540 REFERENCE TO LEGISLATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	255	64.23	32266	53.15
MENTIONED BUT NOT SPECIFIED	5	1.26	831	1.37
OCCUPATIONAL HEALTH ACT	98	24.69	25094	41.34
REGULATIONS UNDER THE ACT	2	.50	52	.09
OCCUPATIONAL HEALTH ACT AND REGULATIONS UNDER THE ACT	34	8.56	2342	3.86
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FUNCTIONS AND PROCEDURES OF THE OCCUPATIONAL HEALTH COMMITTEE

7560 (A) CODE OF PRACTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	363	91.44	54506	89.79
MENTIONED	34	8.56	6200	10.21
T O T A L	397	100.00	60706	100.00

7580 (B) SIZE OF THE COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	333	83.88	50685	83.49
MENTIONED	64	16.12	10021	16.51
T O T A L	397	100.00	60706	100.00

7600 (C) FREQUENCY OF COMMITTEE MEETINGS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	344	86.65	47578	78.37
MENTIONED	53	13.35	13128	21.63
T O T A L	397	100.00	60706	100.00

7620 (D) RIGHT OF EITHER CO-CHAIRPERSON TO CALL SPECIAL/EMERGENCY MEETINGS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	394	99.24	59149	97.44
MENTIONED	3	.76	1557	2.56
T O T A L	397	100.00	60706	100.00

7640 (E) RIGHT OF EMPLOYEE CO-CHAIRPERSON TO ACCOMPANY OCCUPATIONAL HEALTH OFFICERS ON INSPECTIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	388	97.73	56751	93.48
MENTIONED	9	2.27	3955	6.52
T O T A L	397	100.00	60706	100.00

7660 (F) RIGHT OF COMMITTEE TO INITIATE ACTION ON RECOMMENDATIONS FROM SUCH COMMITTEE, WHERE NO ACTION FROM MANAGEMENT IS FORTHCOMING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	392	98.74	59654	98.27
MENTIONED	5	1.26	1052	1.73
T O T A L	397	100.00	60706	100.00

7680 (G) RIGHT OF COMMITTEE TO UNDERTAKE SPECIAL SURVEYS, INSPECTIONS OR PROGRAMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	373	93.95	56194	92.57
MENTIONED	24	6.05	4512	7.43
T O T A L	397	100.00	60706	100.00

FIELD 7700 **PAY FOR TIME SPENT ON COMMITTEE MATTERS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	347	87.41	47916	78.93
MENTIONED	50	12.59	12790	21.07
T O T A L	397	100.00	60706	100.00

FIELD 7720 **RIGHT TO REFUSE DANGEROUS WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	355	89.42	53798	88.62
MENTIONED	42	10.58	6908	11.38
T O T A L	397	100.00	60706	100.00

FIELD 7740 **COMMITTEE PERSONS' PROTECTION FROM DISCRIMINATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	396	99.75	60696	99.98
MENTIONED	1	.25	10	.02
T O T A L	397	100.00	60706	100.00

FIELD 7760 **HEALTH AND SAFETY NEGOTIABLE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	342	86.15	49307	81.22
MENTIONED	55	13.85	11399	18.78
T O T A L	397	100.00	60706	100.00

FIELD 7780 **MEDICAL EXAMINATIONS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	327	82.37	36790	60.60
REQUIRED FOR ALL EMPLOYEES	17	4.28	11188	18.43
REQUIRED AT EMPLOYER'S REQUEST	48	12.09	12541	20.66
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 7800 **REHABILITATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	327	82.37	42060	69.28
STANDARD CLAUSE (SEE DEFINITIONS)	48	12.09	6571	10.82
NON-STANDARD CLAUSE	22	5.54	12075	19.89
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 7820 **EMPLOYER SUPPLEMENTS TO WORKERS' COMPENSATION BENEFITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	234	58.94	15187	25.02
MENTIONED	163	41.06	45519	74.98
T O T A L	397	100.00	60706	100.00

7840 (A) MAXIMUM LENGTH OF TIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	235	59.19	20304	33.45
LESS THAN 13 WEEKS	16	4.03	10189	16.78
13 - 25 WEEKS	6	1.51	280	.46
26 - 35 WEEKS	11	2.77	638	1.05
36 - 51 WEEKS	4	1.01	79	.13
52 WEEKS	51	12.85	17149	28.25
MORE THAN 52 WEEKS	10	2.52	697	1.15
CHARGED TO ACCUMULATED SICK LEAVE CREDITS	9	2.27	1828	3.01
FOR DURATION OF DISABILITY OR COMPENSATION	18	4.53	1826	3.01
MENTIONED BUT NOT SPECIFIED	29	7.30	3592	5.92
OTHER	8	2.02	4124	6.79
T O T A L	397	100.00	60706	100.00

7860 (B) PERCENTAGE OF REGULAR SALARY THAT THE EMPLOYEE RECEIVES FROM BOTH SOURCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	233	58.69	15133	24.93
LESS THAN 100 PER CENT	4	1.01	257	.42
100 PER CENT	142	35.77	42792	70.49
MENTIONED BUT NOT SPECIFIED	13	3.27	1431	2.36
OTHER	5	1.26	1093	1.80
T O T A L	397	100.00	60706	100.00

7880 (C) ADVANCE PAYMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	365	91.94	48575	80.02
MENTIONED	32	8.06	12131	19.98
T O T A L	397	100.00	60706	100.00

7900 (D) INCREASE IN EMPLOYER'S SUPPLEMENT TO OCCUR WITH REGULAR SALARY INCREMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	383	96.47	56273	92.70
MENTIONED	14	3.53	4433	7.30
T O T A L	397	100.00	60706	100.00

SECTION 15
LEAVE OF ABSENCE PROVISIONS

FIELD 8000 PAID LEAVE ON BEREAVEMENT IN FAMILY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	30	7.56	1562	2.57
1 - 2 DAYS	10	2.52	179	.29
3 DAYS	238	59.95	22227	36.61
4 DAYS	13	3.27	1801	2.97
5 DAYS	28	7.05	2564	4.22
6 - 7 DAYS	5	1.26	168	.28
MORE THAN 7 DAYS	1	.25	3	.00
INDEFINITE LEAVE	26	6.55	5103	8.41
MENTIONED BUT NOT SPECIFIED	41	10.33	16367	26.96
OTHER	5	1.26	10732	17.68
T O T A L	397	100.00	60706	100.00

FIELD 8020 PAID COMPASSIONATE LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	227	57.18	21370	35.20
SICKNESS IN FAMILY	25	6.30	1051	1.73
COMBINATION OF REASONS	38	9.57	6319	10.41
DEDUCTED FROM SICK LEAVE	39	9.82	18597	30.63
MENTIONED BUT NOT SPECIFIED	27	6.80	9264	15.26
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 8040 **NUMBER OF DAYS OF PAID COMPASSIONATE LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	228	57.43	21392	35.24
1 - 2 DAYS	28	7.05	2833	4.67
3 DAYS	18	4.53	639	1.05
4 DAYS	1	.25	14	.02
5 DAYS	16	4.03	1913	3.15
6 - 10 DAYS	11	2.77	1445	2.38
MORE THAN 10 DAYS	2	.50	39	.06
INDEFINITE LEAVE	3	.76	1218	2.01
MENTIONED BUT NOT SPECIFIED	52	13.10	16641	27.41
OTHER	38	9.57	14572	24.00
T O T A L	397	100.00	60706	100.00

FIELD 8060 **PERSONAL LEAVE OF ABSENCE ON GOOD REASON (UNPAID)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	117	29.47	5672	9.34
1 MONTH OR LESS	21	5.29	3119	5.14
2 MONTHS	4	1.01	55	.09
3 MONTHS	28	7.05	1760	2.90
4 - 6 MONTHS	19	4.79	929	1.53
7 - 12 MONTHS	14	3.53	3851	6.34
MORE THAN 12 MONTHS	3	.76	1180	1.94
VARIES BY TYPE OF REASON	10	2.52	11575	19.07
INDEFINITE LEAVE	27	6.80	1758	2.90
MENTIONED BUT NOT SPECIFIED	142	35.77	28076	46.25
OTHER	12	3.02	2731	4.50
T O T A L	397	100.00	60706	100.00

FIELD 8080 LEAVE OF ABSENCE FOR GENERAL UNION BUSINESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	70	17.63	1879	3.10
PAID	10	2.52	1884	3.10
UNPAID	294	74.06	49879	82.16
MENTIONED BUT NOT SPECIFIED	19	4.79	1318	2.17
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	182	45.84	23828	39.25
PAID	195	49.12	31257	51.49
UNPAID	10	2.52	4102	6.76
MENTIONED BUT NOT SPECIFIED	5	1.26	902	1.49
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 8120 PAID JURY DUTY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	28.21	19116	31.49
PAID LEAVE - EMPLOYER MAKES UP THE DIFFERENCE BETWEEN COURT PAY AND REGULAR PAY	210	52.90	22778	37.52
PAID LEAVE AT REGULAR RATE AND THE EMPLOYEE TURNS OVER MONIES PAID BY THE COURT	63	15.87	17925	29.53
MENTIONED BUT NOT SPECIFIED	3	.76	134	.22
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 8140 **EDUCATIONAL LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	269	67.76	21897	36.07
PARTIALLY PAID	6	1.51	3223	5.31
TOTALLY PAID	22	5.54	5101	8.40
UNPAID	63	15.87	9360	15.42
MENTIONED BUT NOT SPECIFIED	33	8.31	14734	24.27
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 8160 **SPECIAL RETIREMENT LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	388	97.73	57881	95.35
MENTIONED	9	2.27	2825	4.65
T O T A L	397	100.00	60706	100.00

FIELD 8180 **MARRIAGE LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	389	97.98	60274	99.29
MENTIONED	8	2.02	432	.71
T O T A L	397	100.00	60706	100.00

FIELD 8200 **ADOPTION LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	323	81.36	32294	53.20
MENTIONED	74	18.64	28412	46.80
T O T A L	397	100.00	60706	100.00

FIELD 8220 **PATERNITY LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	350	88.16	55550	91.51
MENTIONED	47	11.84	5156	8.49
T O T A L	397	100.00	60706	100.00

FIELD 8240 **ELIGIBILITY FOR MATERNITY LEAVE (SERVICE REQUIREMENT)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	183	46.10	15036	24.77
1 MONTH OR LESS	3	.76	16	.03
2 MONTHS	0	.00	0	.00
3 MONTHS	7	1.76	2074	3.42
4 - 6 MONTHS	10	2.52	504	.83
7 - 11 MONTHS	20	5.04	2687	4.43
12 MONTHS	50	12.59	19997	32.94
MORE THAN 12 MONTHS	0	.00	0	.00
FROM DATE OF HIRE (AFTER PROBATION)	4	1.01	1242	2.05
STATES EXPLICITLY THAT THE LABOUR STANDARDS ACT SHALL APPLY	36	9.07	4303	7.09
MENTIONED BUT NOT SPECIFIED	83	20.91	14795	24.37
OTHER	1	.25	52	.09
T O T A L	397	100.00	60706	100.00

FIELD 8260 MAXIMUM AMOUNT OF MATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	179	45.09	9542	15.72
LESS THAN 18 WEEKS	6	1.51	1023	1.69
18 WEEKS	51	12.85	5363	8.83
19 - 23 WEEKS	3	.76	1464	2.41
24 WEEKS	25	6.30	5356	8.82
25 WEEKS	0	.00	0	.00
26 WEEKS	63	15.87	31369	51.67
MORE THAN 26 WEEKS	12	3.02	409	.67
STATES EXPLICITLY THAT THE LABOUR STANDARDS ACT SHALL APPLY	36	9.07	4311	7.10
MENTIONED BUT NOT SPECIFIED	21	5.29	1817	2.99
OTHER	1	.25	52	.09
T O T A L	397	100.00	60706	100.00

FIELD 8280 NOTICE FOR MATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	187	47.10	15168	24.99
LESS THAN 4 WEEKS	1	.25	3	.00
4 WEEKS	59	14.86	24162	39.80
MORE THAN 4 WEEKS	6	1.51	252	.42
STATES EXPLICITLY THAT THE LABOUR STANDARDS ACT SHALL APPLY	37	9.32	4314	7.11
MENTIONED BUT NOT SPECIFIED	106	26.70	16755	27.60
OTHER	1	.25	52	.09
T O T A L	397	100.00	60706	100.00

FIELD 8300 NOTICE OF RETURN FROM MATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	187	47.10	24655	40.61
1 WEEK	0	.00	0	.00
2 WEEKS	102	25.69	21799	35.91
3 WEEKS	5	1.26	484	.80
4 WEEKS	9	2.27	735	1.21
MORE THAN 4 WEEKS	1	.25	23	.04
STATES EXPLICITLY THAT THE LABOUR STANDARDS ACT SHALL APPLY	36	9.07	4311	7.10
MENTIONED BUT NOT SPECIFIED	56	14.11	8647	14.24
OTHER	1	.25	52	.09
T O T A L	397	100.00	60706	100.00

FIELD 8320 REINSTATEMENT FROM MATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	202	50.88	14217	23.42
GUARANTEED	134	33.75	38261	63.03
MENTIONED BUT NOT SPECIFIED	60	15.11	8224	13.55
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 8340 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	216	54.41	13532	22.29
SENIORITY RETAINED	100	25.19	23842	39.27
SENIORITY ACCUMULATED	27	6.80	13556	22.33
SENIORITY ACCUMULATED UP TO A CERTAIN PERIOD THEN RETAINED	7	1.76	545	.90
MENTIONED BUT NOT SPECIFIED	47	11.84	9231	15.21
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

SECTION 16
MISCELLANEOUS FIELDS

FIELD 9000 EQUAL PAY FOR SIMILAR WORK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	318	80.10	44420	73.17
MENTIONED	79	19.90	16286	26.83
T O T A L	397	100.00	60706	100.00

FIELD 9020 AFFIRMATIVE ACTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	387	97.48	49115	80.91
MENTIONED	10	2.52	11591	19.09
T O T A L	397	100.00	60706	100.00

FIELD 9040 SEXUAL HARASSMENT CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	394	99.24	60500	99.66
MENTIONED	3	.76	206	.34
T O T A L	397	100.00	60706	100.00

FIELD 9060 DAILY REST PERIODS (COFFEE-BREAKS)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	129	32.49	14943	24.62
MENTIONED BUT NOT SPECIFIED	10	2.52	1205	1.98
TWICE DAILY, 10 MINUTES EACH	48	12.09	3786	6.24
TWICE DAILY, 12 MINUTES EACH	1	.25	69	.11
TWICE DAILY, 15 MINUTES EACH	193	48.61	39484	65.04
TWICE DAILY, 20 MINUTES EACH	4	1.01	42	.07
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9080 **PAID WASH-UP, CLEAN-UP OR CLOTHES CHANGING PERIOD**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	366	92.19	58535	96.42
MENTIONED	31	7.81	2171	3.58
T O T A L	397	100.00	60706	100.00

FIELD 9100 **RE-OPENING CLAUSE AND/OR SUPPLEMENTARY AGREEMENT OTHER THAN IN RELATION TO TECHNOLOGICAL CHANGE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	305	76.83	30584	50.38
MENTIONED BUT NOT SPECIFIED	29	7.30	25276	41.64
NEGOTIATIONS AT REQUEST OF EITHER PARTY	20	5.04	1558	2.57
NEGOTIATIONS SUBJECT TO APPROVAL OF BOTH PARTIES	42	10.58	2129	3.51
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9120 **ITEMS NEGOTIABLE ON RE-OPENING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	304	76.57	30572	50.36
MENTIONED BUT NOT SPECIFIED	5	1.26	76	.13
WAGES AND/OR OCCUPATIONAL CLASSIFICATIONS	68	17.13	28610	47.13
HOURS OF WORK	0	.00	0	.00
GENERAL PROVISIONS	1	.25	24	.04
COMBINATION	13	3.27	1024	1.69
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9140 **MOONLIGHTING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	375	94.46	58283	96.01
ALLOWED (WITH OR WITHOUT RESTRICTIONS)	16	4.03	1975	3.25
NOT ALLOWED	6	1.51	448	.74
T O T A L	397	100.00	60706	100.00

FIELD 9160 **WAGE INCENTIVES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	383	96.47	58233	95.93
MENTIONED	14	3.53	2473	4.07
T O T A L	397	100.00	60706	100.00

FIELD 9180 **PROFIT SHARING PLANS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	397	100.00	60706	100.00
MENTIONED	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9200 **ON-THE-JOB UPGRADING/TRAINING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	278	70.03	34036	56.07
UPGRADING	10	2.52	7186	11.84
TRAINING	64	16.12	11434	18.84
BOTH	45	11.34	8050	13.26
T O T A L	397	100.00	60706	100.00

FIELD 9220 **CLOTHING AND UNIFORM ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	162	40.81	21801	35.91
MENTIONED BUT NOT SPECIFIED	4	1.01	2159	3.56
NO COST TO THE EMPLOYEE	139	35.01	19924	32.82
SOME COST TO THE EMPLOYEE	48	12.09	11305	18.62
TOTAL COST TO THE EMPLOYEE	2	.50	353	.58
FLAT ALLOWANCE	22	5.54	3558	5.86
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9240 **DRYCLEANING/LAUNDERING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	284	71.54	43199	71.16
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
NO COST TO THE EMPLOYEE	82	20.65	15091	24.86
SOME COST TO THE EMPLOYEE	11	2.77	1059	1.74
TOTAL COST TO THE EMPLOYEE	10	2.52	292	.48
FLAT ALLOWANCE	8	2.02	847	1.40
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9260 **MEAL ALLOWANCE ON OVERTIME, CALLBACK,ETC.**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	278	70.03	44109	72.66
$2.50 OR LESS	1	.25	23	.04
$2.51 - $3.00	10	2.52	448	.74
$3.01 - $3.50	20	5.04	694	1.14
$3.51 - $4.00	10	2.52	662	1.09
$4.01 - $5.00	25	6.30	2458	4.05
MORE THAN $5.00	13	3.27	2789	4.59
MENTIONED BUT NOT SPECIFIED	37	9.32	9110	15.01
OTHER	3	.76	413	.68
T O T A L	397	100.00	60706	100.00

FIELD 9280 **TRANSPORTATION FOR EMPLOYEES ON CERTAIN SHIFTS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	362	91.18	48710	80.24
MENTIONED	35	8.82	11996	19.76
T O T A L	397	100.00	60706	100.00

FIELD 9300 **SUBSISTENCE ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	328	82.62	34669	57.11
MEALS	5	1.26	770	1.27
LODGING	1	.25	6	.01
BOTH MEALS AND LODGING	53	13.35	23162	38.15
VARIES BY TYPE OF TRAVEL	0	.00	0	.00
MENTIONED BUT NOT SPECIFIED	8	2.02	1967	3.24
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9320 **NORTHERN ALLOWANCE (ISOLATION PAY)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	393	98.99	42744	70.41
MENTIONED	4	1.01	17962	29.59
T O T A L	397	100.00	60706	100.00

FIELD 9340 **TRAVEL ALLOWANCE (COMPANY VEHICLE)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	392	98.74	56899	93.73
MENTIONED	5	1.26	3807	6.27
T O T A L	397	100.00	60706	100.00

FIELD 9360 TRAVEL ALLOWANCE (PRIVATE VEHICLE)

9360(A) CENTS PER MILE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 15 CENTS	7	1.76	5108	8.41
15 - 19 CENTS	2	.50	70	.12
20 CENTS	6	1.51	957	1.58
21 CENTS	2	.50	39	.06
22 CENTS	14	3.53	12016	19.79
23 CENTS	0	.00	0	.00
24 CENTS	5	1.26	1610	2.65
MORE THAN 25 CENTS	7	1.76	641	1.06
25 CENTS	7	1.76	641	1.06

9360(B) CENTS PER KILOMETER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 13 CENTS	0	.00	0	.00
13.00-14.99 CENTS	0	.00	0	.00
15.00-17.99 CENTS	1	.25	27	.04
18 CENTS OR MORE	4	1.01	9970	16.42

9360(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	307	77.33	24876	40.98
MENTIONED BUT NOT SPECIFIED	8	2.02	1685	2.78
OTHER	32	8.06	3266	5.38
T O T A L	397	100.00	60706	100.00

FIELD 9380 **PAID TRAVEL TIME**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	357	89.92	41724	68.73
REGULAR RATE FOR TIME SPENT IN TRAVEL	23	5.79	14435	23.78
REGULAR RATE PLUS ADDITIONAL RATE FOR TIME SPENT IN TRAVEL	5	1.26	2797	4.61
OTHER	0	.00	0	.00
T O T A L	397	100.00	60706	100.00

FIELD 9400 **COLA REVIEW OF TRAVEL ALLOWANCE**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	375	94.46	42260	69.61
MENTIONED	22	5.54	18446	30.39
T O T A L	397	100.00	60706	100.00

FIELD 9420 **MOVING EXPENSES OR RELOCATION ALLOWANCE (OTHER THAN IN RELATION TO TECHNOLOGICAL CHANGE)**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	383	96.47	43533	71.71
MENTIONED	14	3.53	17173	28.29
T O T A L	397	100.00	60706	100.00

FIELD 9440 **APPRENTICESHIP PROVISIONS**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	336	84.63	46020	75.81
MENTIONED	61	15.37	14686	24.19
T O T A L	397	100.00	60706	100.00

FIELD 9460 **ANTI-INFLATION PROGRAM**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	397	100.00	60706	100.00
MENTIONED	0	.00	0	.00
T O T A L	397	100.00	60706	100.00